

**SILVER LAKE WATER & SEWER DISTRICT
SNOHOMISH COUNTY, WASHINGTON
RESOLUTION NO. 731**

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE SILVER LAKE WATER AND SEWER DISTRICT, SNOHOMISH COUNTY, WASHINGTON, CLARIFYING RESOLUTION 730 AUTHORIZING THE ESTABLISHMENT OF THE HEALTH REIMBURSEMENT ARRANGEMENT/VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATION ("HRA VEBA") PLANS AND PROVIDING FOR PAYMENT OF HEALTH INSURANCE PREMIUMS FOR REGULAR AND TEMPORARY FULL-TIME EMPLOYEES AND COMMISSIONERS OF THE DISTRICT.

WHEREAS, the Board of Commissioners adopted Resolution No. 730 that changed the District's HRA VEBA program to provide for employee selection of new health, vision and dental insurance plans, as well as other employee benefits and

WHEREAS, Resolution 730 provides, in part, that cash out payments to HRA VEBA TRUST is limited to employees who retire or separate from service with leave cash-out rights during the term hereof. Employer contributions shall include the entire cash-out value of all unused sick and vacation leave days accrued and available for cash-out upon retirement or separation from service; and

WHEREAS, after adoption of Resolution 730 by the Board of Commissioners on October 27, 2016 questions have been voiced by District employees concerning the calculation of cash out payments upon an employee's retirement or separation from the District; and

WHEREAS, District staff has requested clarification of the calculation of cash out payments as described in Resolution 730; and

WHEREAS, The Board of Commissioners has determined that the calculation of cash out payments as set for in Resolution 730 may be misinterpreted to effect a cash out payment to an employee that may not implement the intent of the Board of Commissioners; and


WHEREAS, the purpose of this Resolution 731 is to clarify the intent of the Board regarding cash out payments as set for in Resolution 730.

NOW THEREFORE, BE IT RESOLVED by the Board of Commissioners of the Silver Lake Water & Sewer District, Snohomish County, Washington as follows:

1. Resolution 703 Section 4. (c) provides "Cash out payments to HRA VEBA TRUST eligibility is limited to employees who retire or separate from service with leave cash-out rights during the term hereof. Employer contributions shall include the entire cash-out value of all unused sick and vacation leave days accrued and available for cash-out upon retirement or separation from service."

2. Resolution 703 (c) cash out payments for unused leave time as calculated in accordance with Resolution 645 shall be processed so that, if necessary, funds transferred to HRA VEBA TRUST will be the balance remaining after any and all employee deductions and withholdings are paid in full.
3. Except for this clarification, all provisions of Resolution 730 shall remain in full force and effect.

ADOPTED by the Board of Commissioners at a special meeting of the Silver Lake Water & Sewer District, Snohomish County, Washington this 22nd day of November, 2016.



President and Commissioner



Secretary and Commissioner



Commissioner

I CERTIFY the above to be a true and correct copy of Resolution No. 731 adopted by the Board of Commissioners of the Silver Lake Water & Sewer District this this 22nd day of November 2016 as said Resolution appears in the records of the Silver Lake Water & Sewer District.



Secretary of the Silver Lake Water & Sewer District