
Benton Soil and Water Conservation District

RESOLUTION NO. FY2022-2023-09

**AUTHORIZING THE ADOPTION OF A
HEALTH REIMBURSEMENT ARRANGEMENT (HRA) PLAN**

WHEREAS, Benton Soil & Water Conservation District (“Employer”) has determined that it is in the best interest of the Employer and its employees to adopt a health reimbursement arrangement (HRA) plan, which provide tax-free, defined contribution accounts for employees to reimburse qualified medical, dental, vision and tax qualified long-term care premiums and non-covered healthcare expenses of the employees and their qualified dependents; and

WHEREAS, the Voluntary Employees’ Beneficiary Association Trust for Public Employees in the Northwest (“Trust”) offers and administers an HRA plan (the HRA VEBA Plan) with one or more types of HRA coverage for the benefit of participating employers who adopt the Plan and Trust and their employees and plan participants; and

WHEREAS, the Employer desires to adopt the HRA VEBA Plan and to use the services of the Trust to administer its HRA plan, and

WHEREAS, eligibility of employees for contributions to the HRA VEBA Plan is determined based upon policies of the Employer, and applicable law; and

WHEREAS, the HRA VEBA Plan will be administered in accordance with the Plan documents provided by the Trust, as amended from time to time.

NOW, THEREFORE, the BSWCD Board of Directors hereby resolves as follows:

Section 1. Effective, July 1, 2023 the Employer hereby elects to adopt and participate in the HRA VEBA Plan and Trust for the benefit of eligible employees as defined by Employer policies.

Section 2. The Plan will be funded with Employer contributions, determined from time to time pursuant to policies of the Employer, and applicable law, and will be further subject to the terms and conditions set forth in the Plan documents and policies and procedures of the HRA VEBA Plan and Trust.

Section 3. The Executive Director is authorized to execute documents and establish procedures and provide direction to any Plan representatives, service providers, and advisors, consistent with Plan and Trust provisions and applicable Employer policies necessary to effect the adoption and administration of the Plan.

APPROVED AND ADOPTED this 12th day of June, 2023.

Nate Johnson, Benton SWCD Board Chair

Kerry Hastings, Benton SWCD Board Secretary