

**RESOLUTION NO. 997**

**A RESOLUTION OF THE CITY OF UNIVERSITY PLACE, WASHINGTON,  
AUTHORIZING THE ADOPTION OF A HEALTH REIMBURSEMENT ARRANGEMENT  
(HRA) PLAN**

WHEREAS, the City 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, collective bargaining agreements, 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, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF UNIVERSITY PLACE, WASHINGTON, AS FOLLOWS:**

Section 1. Approval of Agreement. The City Manager or designee is authorized to execute the agreement substantially in the form attached hereto as Exhibit A and incorporated by reference.

Section 2. Authorization to Execute Documents. The City Manager or designee is authorized to take and execute any additional measures or documents and establish procedures, funding mechanisms and provide direction to any Plan representatives, service providers, and advisors, consistent with Plan and Trust provisions and applicable Employer policies and collective bargaining agreements necessary to effect the adoption and administration of the Plan, which are consistent with the approved form of documents attached to this Resolution and this Resolution.

Section 3. Effective Date. This Resolution shall be effective immediately upon adoption by the City Council.

**ADOPTED BY THE CITY COUNCIL DECEMBER 5, 2022.**

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Steve Worthington, Mayor

**ATTEST:**

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Emelita J. Genetia, City Clerk

**APPROVED AS TO FORM:**

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Matthew S. Kaser, City Attorney