

**CITY OF WEST RICHLAND  
RESOLUTION NO. 42-19**

**A RESOLUTION OF THE CITY OF WEST RICHLAND, WASHINGTON,  
AMENDING THE CITY PERSONNEL POLICIES**

**WHEREAS**, changes in compensation or benefit levels in the City's Personnel Policies may only be modified by a City Council passed resolution; and

**WHEREAS**, City Council wishes to amend the City's Personnel Policies;

**NOW, THEREFORE**, The City Council of the City of West Richland, Washington, does hereby resolve as follows:

**Section 1.** Section 7.4 of the West Richland Personnel Policies are hereby amended as shown in the attachment.

**PASSED BY THE CITY COUNCIL OF THE CITY OF WEST RICHLAND,  
WASHINGTON**, this 3rd day of December, 2019.

  
\_\_\_\_\_  
Brent Gerry, Mayor

ATTEST:

  
\_\_\_\_\_  
Julie Richardson, City Clerk

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Bronson Brown, City Attorney

#### **7.4 OPT-OUT OPTION**

Employees who choose to waive City health insurance to be insured under their spouse/domestic partners medical insurance plan , upon providing proof of said insurance coverage, will receive a City paid contribution into an HRA VEBA account, pursuant to HRA VEBA regulations, in lieu of enrolling in the City's medical plan. If two City employees are married, one employee can carry the health insurance for the family through the City and the other employee can decline coverage in lieu of receiving the 'opt-out' HRA Veba funds. Eligibility for the Standard HRA VEBA Plan is limited to employees waiving medical plan coverage and providing proof of coverage under another ACA-compliant group medical plan.