

**BIG PLAINS WATER SPECIAL SERVICE DISTRICT
RESOLUTION BPW-R-2024-15**

NOW THEREFORE, be it ordained by the District Board of the Big Plains Water Special Service District, in the State of Utah, as follows:

SECTION 1: AMENDMENT “Paid Benefits” of the Big Plains Water District is hereby *amended* as follows:

A M E N D M E N T

Paid Benefits _____

PAID BENEFITS (This may be changed at any time at the discretion of the District.)

- A. Medical Health/Dental/Vision Insurance: Health benefits are administered through the Qualified Small Employer Health Reimbursement Arrangement (QSEHRA) Plan. Full-time Employees are eligible after their probationary period. Funding of this arrangement will include reimbursement for qualified medical expenses for the employee and their family, as elected at the beginning of the year. Family includes the employee, all dependent children and current spouse of the employee. The amount reimbursable is 75% of the statutory maximum for single arrangements or 75% of the statutory yearly maximum for family arrangements. It is the policy of the District to provide medical health, dental and vision insurance for full-time employees. The rate paid by the District is 100% of the employee portion plus 50% of the family portion. The employee is responsible for 50% of the family portion.
- B. ~~Life insurance: A basic life insurance policy is provided free of charge for each full-time employee, their spouse and children. The employee may voluntarily elect to increase coverage at the expense of the employee.~~
- C. ~~HSA: It is the policy of the District to provide for HSA benefits. The calculation for each paycheck shall be 50% of the deductible whether it is single or double/family allocated over 26 pay periods. The Employee may contribute up to the maximum prescribed by law.~~
- D. State and Federal Unemployment: All employees are covered by the benefits of State and Federal Unemployment.
- E. RETIREMENT BENEFITS. The Town fully funds an employee pension plan through the Utah Retirement System (URS) for certain classes of employees as follows:
1. ELIGIBLE:
 - a. Regular full-time employee. Eligibility begins after probationary period.
 - b. URS Tier 1 Employees: Based on the monthly pay established annually by the URS,

- c. URS Tier 2 Appointed Officers are Part-Time Ineligible
- d. URS Tier 2 Elected Officers are Part-Time Ineligible.

F. Additional Volunteer Benefits.

- 1. As a nominal fee reimbursement, all board members shall not be charged the base water fee during their time of service to the District.

SECTION 2: **EFFECTIVE DATE** This Resolution shall be in full force and effect immediately after the required approval.

PASSED AND ADOPTED BY THE BIG PLAINS WATER
SPECIAL SERVICE DISTRICT BOARD

	AYE	NAY	ABSENT	ABSTAIN
Chairman Michael Farrar	_____	_____	_____	_____
Board Member Ross Gregerson	_____	_____	_____	_____
Board Member Matt Politte	_____	_____	_____	_____
Board Member Kevin Sair	_____	_____	_____	_____
Board Member Vacant	_____	_____	_____	_____

Attest

Presiding Officer

Jenna Vizcardo, Town Clerk,
Big Plains Water Special Service
District

Michael Farrar, Chairman,
Big Plains Water Special Service
District