

## **RESOLUTION 2022-05**

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

**WHEREAS**, the City of Coburg (“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 provides 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 of Coburg:

Section 1. 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 or collective bargaining agreements.

Section 2. The Plan will be funded with Employer contributions, determined from time to time pursuant to policies of the Employer, collective bargaining agreements, 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 Finance 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 and collective bargaining agreements and as necessary to effect the adoption and administration of the Plan.

**Adopted** by the **City Council** of the **City of Coburg**, Oregon by vote of \_\_\_\_ and \_\_\_\_ against, this 8<sup>th</sup> day of February, 2022.

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Ray Smith, Mayor

ATTEST:

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Sammy Egbert, City Recorder