

RESOLUTION NO. 1494

PORT OF PASCO

MEDICAL REIMBURSEMENT PLAN

The employer by signature to this document hereby establishes a Medical Reimbursement plan having the provisions set forth below and Administrated by Verde Services, a division of Conover Insurance, PO Box 10088, Yakima, WA.

1. **Eligibility.** Port of Pasco employees and dependents who are eligible for and enrolled in the Port's sponsored medical plan, or enrolled in an outside medical plan in addition to the Port's sponsored medical plan, or an employee who is enrolled in an outside a medical plan approved by the Port are eligible to participate in this Plan.

New eligible Employees and their dependents shall become a participant on the date they become covered by the group medical insurance.

2. **Plan Benefit.** Benefits available under the Employer's Plan shall include the following:

The Port of Pasco will place an amount equal to three months of eligible benefit into a trust account as suggested by the Office of Financial Management. Claims made in CY2019 will be deducted from the balance of the account.

Port of Pasco will reimburse any eligible unreimbursed medical expense that was incurred by the employee or enrolled dependent, due to benefit modifications with the Port of Pasco, Health and Welfare Plan in CY2019.

Eligible medical expenses are the amount insurance would have paid had the annual deductible been \$200.00 per person and had the co-insurance limit been \$500 per person.

Prescription drugs are eligible for reimbursement. The maximum reimbursement amounts for 30-day prescription will be as follows:

1. Generic \$5
2. Preferred Brand \$15
3. Non-preferred Brand \$40

Employees and dependents with additional coverage will be required to submit Explanation of Benefits from all plans for which they have coverage. Reimbursements will be made AFTER all other insurance plans have paid and EOBs have been received. Medical expenses that are not covered under the Port sponsored medical plan are not eligible for reimbursement. No more than 100% of an eligible expense will be reimbursed.

3. **Maximum Credit.** The maximum amount of eligible reimbursement for any Participant shall not exceed the following amount for Calendar year 2018.

1. Employee 4,300.00
2. Employee plus one or more dependent 8,600.00

Prescription reimbursement is subject to the maximum reimbursement.

4. **Effective Date.** The effective date of the Employer's Plan is January 1, 2019.

5. **Plan Year.** The plan year will end on December 31, 2019.

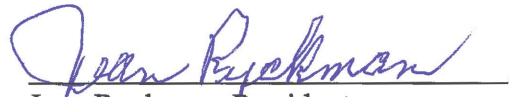
6. **Fail-safe Provision.** The Port of Pasco reserves the right to adjust the amounts, amend the plan, or make necessary changes to assure the legal plan requirements as required by any regulations set forth by the Internal Revenue, or legal action.

IMPORTANT NOTICE:

Verde Services, a division of Conover Insurance, provides a model plan document as a specimen to be utilized by the employer in establishing a medical reimbursement plan. Verde Services will provide administration services for the reimbursement plan, and pay claims at the Pasco location, PO Box 10088, Yakima, WA, for an agreed upon fee.

ADOPTED this 9th Day of October 2017.

PORT OF PASCO COMMISSION



Jean Ryckman, President



Jim Klindworth, Vice-President



Vicki Gordon, Secretary