

RESOLUTION NO. 1664

PORT OF PASCO 2026 MEDICAL REIMBURSEMENT PLAN

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

Newly 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 four months of eligible benefit into a trust account as suggested by the Office of Financial Management. Claims made in CY2026 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 CY2026.

Eligible medical expenses are the amount insurance would have paid had there been an out-of-pocket maximum of \$700 per individual or \$1400 per family.

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 2026.

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

4. **Effective Date:** The effective date of the Employer's Plan is January 1, 2026.

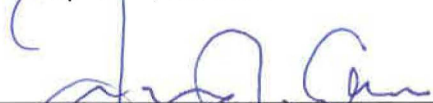
5. **Plan Year:** The plan year will end on December 31, 2026.

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.

ADOPTED this 12th Day of November 2025.

PORT OF PASCO COMMISSION


Jean Ryckman, President


Hans J. Engelke, Vice-President


Vicki Gordon, Secretary