
RESOLUTION NO. 26-04
RESOLUTION ADOPTING A HEALTH REIMBURSEMENT ARRANGEMENT (HRA) PLAN POLICY

WHEREAS, The Puget Sound Emergency Radio Network (PSERN) Operator (“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 provide tax-free, defined contribution accounts for qualified 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, the Employer has adopted a policy defining participation in the HRA VEBA 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, the Puget Sound Emergency Radio Network Operator Board of Directors hereby resolves as follows:

Section 1. Effective, September 24, 2026, 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 Executive Director or Authorized Representative 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 necessary to effect the adoption and administration of the Plan.

ADOPTED at the regular meeting of the PSERN Operator Board of Directors, this 24 day of September, 2026.



Vonnice Mayer, Board of Directors Chair

HRA VEBA Plan Employer Policy

The Puget Sound Emergency Radio Network Operator ("Employer") has adopted the health reimbursement arrangement (HRA) plans offered and administered by the Voluntary Employees' Beneficiary Association Trust for Public Employees in the Northwest ("Plan"). The Plan is designed with a variety of coverage options to allow for the maximum benefit permitted by applicable law. Employer agrees to contribute to the Plan on behalf of all employees ("Group") defined as eligible to participate in the Plan, in accordance with Plan and regulatory limitations. The Plan must receive an enrollment file for each eligible employee to become a participant and become eligible for benefits under the Plan.

Contributions on behalf of each eligible employee (or former employee) shall be based on the following selected funding sources/formulas:

Sick leave Contributions – Retirement: Eligibility is limited to employees who retire and are PERS eligible with leave cash-out rights during the term hereof. Employer contributions shall include 25% of the cash-out value¹ of unused sick leave days accrued and available for cash-out upon PERS eligible retirement per Employer policy. Accrued unused sick leave days are cashed-out at the Employee's base rate of pay on the date of the eligible Employee's separation from the Employer.

The term of this Employer Policy shall be from September 24, 2026, until cancelled, modified, or amended by Board action.



Vonnice Mayer, Chair of the Board of Directors of the
Puget Sound Emergency Radio Network Operator

09/27/2026

Date

¹ Pursuant to applicable written agreement, Employer policy, or procedure, so long as the cash-out value is not subject to individual choice.

Resolution 26-04 HRA VEBA Participation and Policy

Final Audit Report

2026-09-28

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