

## King Conservation District

# Memo/ Policy Change

RE: Policy Change to Cash Out Per Board of Supervisors

Date: 6/11/2019

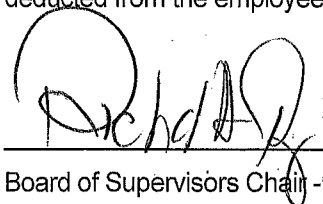
Policy Change / Cash Out Removal

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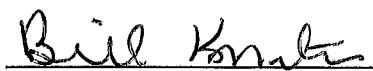
The following is to serve as written documentation that the Board of Supervisors (BOS) intends to adopt a policy change around the use of a cash out option. The Board of Supervisors will approve a Resolution at the April 22, 2019 meeting removing the cash out option effective on the June 2019 Payroll.

The District provides a medical stipend of up to \$1400 per month, per subscriber status to enable its regular full-time [and part-time] employees to purchase a health care plan for the employee and/or the employee's dependents through the Washington State Health Care Authority. Please refer to the WSHCA website for coverage options and plan summaries.

Employees who elect not to be insured through the WSHCA must provide the District written notice of their election to opt out of this benefit and satisfactory proof that they are enrolled in another comparable health care plan. Employees who either opt out of the plan benefit and/or whose costs of coverage for their elected plans are less than the minimum \$900/month stipend offered by the District shall not receive a cash out (or other cash payment) for the difference between the offered stipend and actual cost incurred by the employee. Employees whose cost of coverage exceeds the monthly stipend offered by the District shall be responsible for paying the additional cost, which amount shall be deducted from the employee's regular paychecks.

  
 Board of Supervisors Chair - Dick Ryon

Date 6/17/2019

  
 Board of Supervisors Auditor - Bill Knutsen

Date 6-25-2019