

Resolution No. 2013-07

A Resolution of the Board of Directors of North Kootenai Water District, Kootenai County, Idaho ratifying the adoption of a Medical Expense Reimbursement Plan; providing for an effective date of the resolution; and providing for other matters properly relating thereto

WHEREAS, North Kootenai Water District, Kootenai County, Idaho (the "District") is a duly and properly formed water district under and by virtue of the constitution and laws of the state of Idaho and governed by an elected Board of Directors (the "Board");

WHEREAS, the District currently provides certain health insurance benefits to its employees, which includes but is not limited to a Medical Expense Reimbursement Plan ("MERP");

WHEREAS, the Board wishes to ratify the adoption and provision of this MERP, the details of which are attached hereto as Exhibit "A";

NOW, THEREFORE, be it resolved by the Board of Directors of North Kootenai Water District as follows:

Section 1. Incorporation of Recitals. The recitals as previously set forth in this resolution are incorporated herein by this reference as a part of the resolution.

Section 2. Adoption of MERP. The Board hereby adopts the MERP as set forth in Exhibit "A" to this Resolution.

Section 3. Ratification. The Board hereby ratifies all acts taken by members of the Board and/or agents on behalf of the Board or District relative to provision of the MERP to District employees.

Section 4. Severability. If any section, paragraph, clause, or provision of this Resolution shall be held invalid or unenforceable for any reason, the invalidity or

unenforceability of each section, paragraph, clause, or provision shall in no manner affect any remaining provision of this Resolution.

Section 5. Repealer. All ordinances, or resolutions, or parts thereof in conflict herewith, to the extent of such conflict, are hereby repealed.

This Resolution shall be in full force and effect from and after its adoption.

Passed and adopted by the Board of Directors of North Kootenai Water District, Kootenai County, Idaho at a regular meeting this 2<sup>nd</sup> day of May, 2013.

NORTH KOOTENAI WATER DISTRICT,  
KOOTENAI COUNTY, IDAHO

By: Thomas Orr  
Board Chairman

ATTEST:

Hanna Brooks  
District Secretary



CERTIFICATE OF DISTRICT SECRETARY

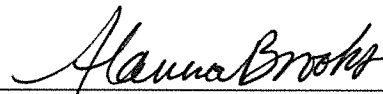
I DO HEREBY CERTIFY that I am the duly chosen, qualified and acting Secretary of the North Kootenai Water District, Kootenai County, Idaho (the "District"), and keeper of the records of the Board (the "Board"); and

I HEREBY CERTIFY:

1. That the attached resolution is a true and correct copy of Resolution No. 2013-07 (the "Resolution"), as finally passed at a regular meeting of the Board held on the 2<sup>nd</sup> day of May, 2013, and duly recorded in my office.

2. That said meeting was duly convened and held in all respects in accordance with law, and to the extent required by law, due and proper notice of such meeting was given; that a quorum was present throughout the meeting and a legally sufficient number of members of the Board voted in the proper manner for the passage of the Resolution; that all other requirements and proceedings incident to the proper passage of the Resolution have been duly fulfilled, carried out and otherwise observed, and that I am authorized to execute this certificate.

IN WITNESS WHEREOF, I have hereunto set my hand this 2<sup>nd</sup> day of May, 2013.



Secretary



EXHIBIT "A"

North Kootenai Water District

Medical Expense Reimbursement Plan (MERP)

**1. Benefits**

North Kootenai Water District (employer) will reimburse all covered employees for eligible expenses incurred for medical expenses subject to the condition and limitations set forth below. The employer intends that the benefits shall qualify under the IRC Sec. 105 so as to be excludable from the gross income of the employees covered by the plan.

**2. Eligibility**

All employees that are enrolled in the Blue Cross Insurance Plan shall be eligible for the benefits.

**3. Limitations**

- a. For the Group Health Deductible, the employee will be reimbursed for the first \$1,000 of In-Network eligible claims that are incurred in any calendar year while the plan was in effect. The first \$1,000 of In-Network eligible claims may be applied to the employee, spouse, or dependent child provided that they are enrolled in the plan.
- b. The Group Health Deductible resets to zero each January 1<sup>st</sup> that the plan is in effect.

**4. Effective Date**

This plan year will coincide with the calendar year benefit and be effective 01/01/2013 and end on 12/31/2013.

**5. Submission of Claims**

Eligible employees seeking reimbursement under this Plan shall submit to the Claims Administrator, Debbie Wilson, at least quarterly, all Blue Cross Statements that show the amounts that were applied to their deductible and are therefore eligible for reimbursement. The employer will have up to 30 days to process reimbursements checks from the time the Administrator received your Blue Cross Statement.

**6. Termination**

This Plan may be terminated at any time by the employer. Eligible expenses incurred prior to the date of termination of the Plan shall be reimbursed by the employer.

**7. Claims Administrator Privacy Officer**

Debbie Wilson is the HIPPA Privacy officer over all the claims and Explanation of Benefits that are submitted.