

YAKIMA VALLEY LIBRARIES

In the matter of Personnel Policy 4.13 and Definitions
Revised Health Benefit Eligibility for Part Time Staff

RESOLUTION
#10-012

WHEREAS, with the issuance of Internal Revenue Service (IRS) Notice 2010-63, Nondiscrimination Requirements for Insured Group Health Plans, the Yakima Valley Libraries Personnel Policy clause, *4.13 Insurance*, is no longer in compliance with IRS regulations;

WHEREAS, it is the intent of Yakima Valley Libraries to comply with all federal, state, and local laws;

WHEREAS, the Yakima Valley Board of Trustees approve and adopt all Policy Changes;

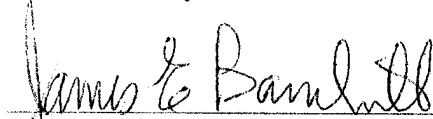
THEREFORE BE IT KNOWN, that YVL Personnel Policy section 4.13 Insurance will be rewritten as follows:

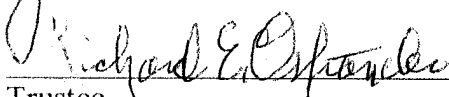
All regular full-time employees are eligible to participate in the YVL's health plans for individual coverage, or family coverage as available. YVL reserves the right to modify health plan benefits as necessary.


THEREFORE BE IT KNOWN, that following definitions will now read:

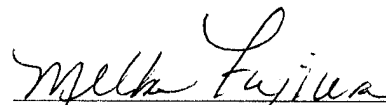
1. Regular Full-Time Employee: Employees who work 32 to 40 hours per week in a budgeted position are eligible for all full time benefits.
2. Regular Part-Time Employee: Employees working in a budgeted position whose normal work schedule is less than 32 hours and more than 20 hours per week. Regular part-time employees are paid an hourly rate on the grade and step in the classification scale to which they are appointed. Regular part-time employees (20-31 weekly hours) are eligible for pro-rated vacation, sick, and holiday leave as outlined under Chapter 4 Hours of Work, Chapter 8 Sick Leave, and Chapter 9 Vacation Leave.
- 2a Regular Part-Time Employees working in a budgeted position whose normal work schedule is budgeted at less than 20 hours per week are not eligible for any health or leave (including sick, vacation, holiday, or bereavement) benefits.

ADOPTED by the Board of Trustees this 26th day of October, 2010.


Trustee


Trustee


Trustee


Trustee


Trustee