

# KCRHA Start-up

Presentation to the Implementation Board

August 24, 2020

Six key areas  
for  
operational  
go decision

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Insurance

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Payroll Services

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CFO/Accounting services

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Healthcare, dental, vision, LTD, etc

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Social Security

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PERS – Public Employees Retirement System

# Insurance

ILA requirement for GC, IB and KCRHA staff

- Purchase insurance to protect and hold harmless any current or former IB, GC members or employee and successors from any action, claim or proceeding instituted against the foregoing individuals arising out of performance...
- Options
  - Broker services – requires procurement
  - Insurance pool – does not require procurement

\*must occur ASAP

# Payroll Services

Payroll services must be in place prior to staff at the KCRHA.

- Options for payroll services include:
  - ADP
  - Paychex

Considerations –

\$ is similar with both options and includes initial implementation and then ongoing processing.

HR support includes policy and procedure development, benefits admin, HR laws and regs.

\*must occur prior to any staff being hired

# CFO/Accounting

Accounting systems must be established in order to facilitate KCRHA operations prior to CEO hire.

- Options for accounting services include:
  - Robert Half
  - Clark Nuber
- General Activities would include:
  - Establishing bank accounts
  - Establishing accounts payable
  - Procuring cash management and investment services
  - Establishing records management

# Healthcare

KCRHA employee's quality for public employee health benefit options.

- Options include:
  - Association of Washington Cities – AWC offers a comprehensive menu of options for health, vision and dental plans as well as EAP, long term disability and workers compensation for employees of the RHA. AWC has the capacity to operate benefits administration as well
  - Public Employees Benefits Board – PEBB offers a more limited yet cost effective option

# Social Security

Participation in SS is optional for employers if an alternate retirement plan is provided.

- Most employees or potential employees expect to participate in SS
- Contribution from employees = 6.2% of earnings
- Contribution from KCRHA = 6.2%

# Public Employees Retirement System

KCRHA employees are eligible to participate in the statewide PERS program.

- The current contribution rates for PERS 2 are 7.90% for employees and 12.86% for employers
- All current City of Seattle and King County staff would retain their services credits