

RESOLUTION NO. _____

**ESTABLISHING 2026 COMPENSATION AND BENEFITS FOR
NON-REPRESENTED COUNTY EMPLOYEES**

WHEREAS the Board of Skagit County Commissioners are responsible for establishing the compensation and benefits package for County non-represented employees; and

WHEREAS the Board of Skagit County Commissioners are responsible for establishing personnel policies for County employees; and

WHEREAS the Board of Skagit County Commissioners are responsible for establishing annual funding for County provided benefits and the County's self-funded health plans (Standard Medical Plan (SMP500), HDPD/HSA, Vision, Dental, EAP, and Life Insurance); and

WHEREAS the Board intends to maintain the cost share split with employees of 80% employer-paid and 20% employee-paid medical plan; and

WHEREAS the Board must ensure long term sustainability of adequate reserves to comply with WAC 200-110-040; and

WHEREAS the Board wishes to continue to provide a robust, competitive, and fair employee compensation and benefit package which addresses the needs of employees while maintaining fiscal responsibility; and

WHEREAS the Board wishes to maintain compensation and benefits at a level that is competitive with comparator counties.

NOW THEREFORE BE IT RESOLVED that effective January 1, 2026 non-represented employee- wages and benefits are as follows:

1. All non-represented employee wage schedules (excluding Elected Officials and appointed Court Commissioners) shall increase 2.65%, effective January 1, 2026.
2. The 2026 premiums for the County's self-funded health plans, including the SMP500, High-Deductible Health Plan (HDHP), Vision, Dental, Employee Assistance Program (EAP), and Life Insurance, shall be set at a monthly composite rate of \$1,600 per benefited employee. This reflects a one-year rate reduction from \$1,820 per benefited employee to reduce 2026 operating budgets through the use of the medical fund's balance.
3. Standard Medical Plan (SMP500)
 - a. Full time employees on a SMP500 plan will pay \$35.00 per pay period.
 - b. The County will pay coverage costs for full-time employees' dependent children.

- c. Employees who enroll their spouse or domestic partner in the SMP500 will pay \$65 per pay period. If both spouses are County employees, then the employees will not need to pay the spousal surcharge.
- d. Changes to the Standard Medical Plan plans will be approved in a separate resolution adopting plan documents.

4. High Deductible Health Plan (HDHP)

- a. The County will pay coverage costs for full-time employees on the High-Deductible Health Plan (HDHP).
- b. The County will pay coverage costs for full-time employees' dependent children.
- c. The County will pay spousal surcharges for full-time employees who enroll their spouse or domestic partner in the High-Deductible Health Plan.
- d. The County will continue to offer a Health Savings Account (HSA) in conjunction with a High-Deductible Health Plan (HDHP) to benefit eligible employees. The County will fund a portion of the employee's annual HDHP deductible by a contribution to the employee's HSA. The County's contribution will increase to three-quarters (75%) beginning January 1, 2026, from one-half (50%).
- e. Changes to the High-Deductible Health Plan plans will be approved in a separate resolution adopting the plan documents.

5. Vision and Dental

- a. The County will pay for vision and dental coverage for full time employees, their spouse or domestic partner, and/or dependent children.
 - b. There are no changes to the vision or dental benefits in 2026, except:
 - i. Enhanced dental plan for all employees and covered members at no cost to employees.
 - ii. Adding the 'Total Health' wellness program to the dental plan to cover additional preventative coverage for employees who are eligible based on certain medical conditions be.
 - iii. For vision, increase the frame and contact lens allowance from \$130 to \$200 annually (previously every two years).
6. Employees who work less than full time will pay a pro-rated share of the full monthly composite rate of \$1820 per month based on hours worked, in addition to paying any corresponding employee or spousal surcharge depending on the employee's plan choice.
7. The County will deduct any applicable health coverage payments from the employee's paycheck on a pre-tax basis as available.
8. All employees and their spouse and dependents will have access to an Employee Assistance Plan regardless of their benefit eligibility status.
9. The County will continue to provide benefit eligible employees with basic life insurance and an AD&D policy. The County will increase employee life insurance coverage

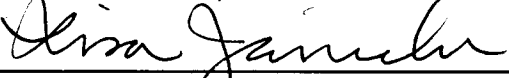
beginning January 1, 2026 from \$25,000 to \$50,000. The County will maintain coverage for dependents and spouses at \$1,000.

10. The County will continue to provide benefit eligible employees with a long-term disability policy at 50% of compensation within applicable policy limitations.
11. The County will continue to provide benefit eligible employees with access to voluntary benefits provided by third party vendors, paid by the employee through payroll deductions.
12. The County does not provide Superior Court Judges with medical insurance.

IN TESTIMONY WHEREOF WE HEREUNTO SET OUR HAND AND AFFIX THE SEAL OF OUR OFFICE THIS 27 DAY OF October, 2025.



BOARD OF COUNTY COMMISSIONERS
SKAGIT COUNTY, WASHINGTON



Lisa Janicki, Chair



Ron Wese, Commissioner



Peter Browning, Commissioner

Attest:



Clerk of the Board