

RESOLUTION NO.

**ESTABLISHING 2025 COMPENSATION AND BENEFITS FOR
NON-REPRESENTED COUNTY EMPLOYEES AND PERSONNEL POLICY UPDATES**

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 and Dental); and

WHEREAS the 2024 preliminary actuarial review of the County's self-funded health plans shows that an increase over the 2024 actual premium will be necessary in 2025 to cover projected expenses of the self-funded plans; 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, 2025 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 3%, effective January 1, 2025.
2. The 2025 premiums for the County's self-funded health plans (SMP500, High Deductible Health Plan (HDHP), Vision, & Dental) shall be a monthly composite rate of \$1,820 per benefited employee.
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. There are no changes to SMP500 medical benefits in 2025.

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 one-half (50%) of the employee's annual HDHP deductible in the employee's HSA.
- e. There are no changes to HDHP medical benefits in 2025, except for the technical alignment with the ACA requirement to cover birth control benefits on the HDHP plan.

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 2025.

- 6. Employees who work less than full time will pay a pro-rated share of the monthly composite rate based on hours worked, in addition to paying any spousal surcharge.
- 7. The County will deduct health coverage payments, if applicable, from the employee's paycheck on a pre-tax basis as available.
- 8. All employees 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 maintain employee's life insurance coverage at \$25,000. 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.

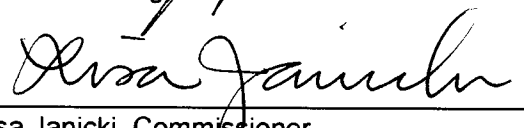
IN TESTIMONY WHEREOF WE HEREUNTO SET OUR HAND AND AFFIX THE SEAL OF
OUR OFFICE THIS 18 DAY OF November, 2024.



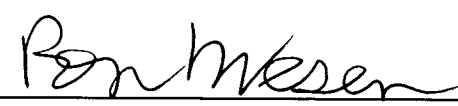
BOARD OF COUNTY COMMISSIONERS
SKAGIT COUNTY, WASHINGTON



Peter Browning, Chair



Lisa Janicki, Commissioner



Ron Wesen, Commissioner

Attest:



Clerk of the Board