

RESOLUTION 2025-749

BEFORE THE BOARD OF COMMISSIONERS OF BENTON COUNTY, WASHINGTON

IN THE MATTER OF ESTABLISHING A CONTRIBUTION TO INSURANCE BENEFITS AND HRA VEBA FOR BENTON COUNTY NON-BARGAINING EMPLOYEES AND ELECTED OFFICIALS FOR THE YEAR 2026

WHEREAS, Benton County has historically made a non-bargaining insurance contribution in an amount equal to the premium cost for the employee across all lines of mandatory coverage for coverage provided by United Employees Benefit Trust (UEBT); and

WHEREAS, Benton County has historically made a monthly contribution to a Health Reimbursement Account (HRA) Voluntary Employees' Beneficiary Association (VEBA) for eligible employees; and

WHEREAS, UEBT medical premiums are increasing by four percent for 2026; and

WHEREAS, UEBT vision premiums are increasing by five dollars per month for 2026; and

WHEREAS, the Board of Benton County Commissioners desires to continue to maintain a contribution equal to the premium cost for the employee across all lines of mandatory coverage; and

WHEREAS, the Board of Benton County Commissioners desires to continue a monthly contribution to HRA VEBA for full-time employees; **NOW THEREFORE**,

BE IT RESOLVED, that the benefits insurance contribution for Benton County non-bargaining employees and elected officials will be \$1,238.60 per month effective January 1, 2026; and

BE IT FURTHER RESOLVED, that full-time Benton County non-bargaining employees will receive a monthly contribution of \$300.00 into an HRA VEBA account; and

BE IT FURTHER RESOLVED, that all Benton County non-bargaining employees and Elected Officials shall be enrolled in an offered medical, dental, vision, and \$24,000 life insurance plan, to receive the monthly County contribution; and

BE IT FURTHER RESOLVED, that any portion of the County contribution not applied to the purchase of mandatory coverage may be applied to the purchase of supplemental group insurance or dependent coverage, with any remaining amount deposited into a HRA VEBA account; and

BE IT FURTHER RESOLVED, that provisions in any prior resolution on this subject are superseded by similar provisions in this Resolution and this Resolution may be rescinded or modified, at the sole discretion of the Board of Benton County Commissioners without notification.

Dated this 25th day of November, 2025.

DocuSigned by:

Jerome Selvin

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Chair of the Board

DocuSigned by:

Michael Alvarez

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Chair Pro Tem

Commissioner McKay Absent

Commissioner

Constituting the Board of Commissioners
of Benton County, Washington

DocuSigned by:

Amanda Pauston

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Attest.....

Clerk of the Board