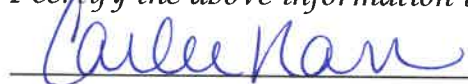


Agenda Summary Report (ASR)

Franklin County Board of Commissioners

DATE SUBMITTED: 12/3/2021	PREPARED BY: Carlee Nave
Meeting Date Requested: 12/14/2021	PRESENTED BY: Carlee Nave
ITEM: (Select One) <input type="checkbox"/> Consent Agenda <input checked="" type="checkbox"/> Brought Before the Board Time needed: 5 minutes	
SUBJECT: Benefits Contribution for Non-Bargaining Employees and Elected Officials	
FISCAL IMPACT: \$349.56/month per employee beginning for February 2022 benefits premiums. Approximately \$370,000 total impact for 2022 for 85 non-bargaining employees and 11 elected officials.	
BACKGROUND: The County has not increased the employer contribution to employee benefits since 2015. As insurance costs continue to rise, we are proposing that the County increase its contribution to employee benefits by approximately \$350/month in order to be comparable with employee out of pocket insurance costs for other municipalities/counties in our local labor market for those employees covering dependents. Due to the administrative complexity of processing retroactive changes to benefits contributions, the new contribution amounts are proposed to be effective for February benefits plan premiums, which are processed in January.	
RECOMMENDATION: County administration and HR recommend approval of the resolution as presented.	
COORDINATION: HR worked with the County Administrator through the budget process to prepare the recommendation. The resolution has been reviewed by T Anderson, Accounting Supervisor.	
ATTACHMENTS: (Documents you are submitting to the Board) 1. Resolution	
HANDLING / ROUTING: (Once document is fully executed it will be imported into Document Manager. Please list <u>name(s)</u> of parties that will need a pdf) Thomas Westerman	

I certify the above information is accurate and complete.



Carlee Nave, HR Director

FRANKLIN COUNTY RESOLUTION _____

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON**

***APPROVAL OF COUNTY BENEFITS CONTRIBUTION RATES FOR NON-BARGAINING EMPLOYEES
and ELECTED OFFICIALS***

WHEREAS, the Board of Franklin County Commissioners acknowledges the importance of County employees in delivering services to the Citizens of Franklin County; and

WHEREAS, the Board of Franklin County Commissioners endeavors to balance meeting the County's financial obligations and the desire to provide adequate total compensation to our valued employees; and

WHEREAS, the Board of Franklin County Commissioners desires to implement an increase in the County contribution to benefits for non-bargaining employees and elected officials; and

WHEREAS, the Board of Franklin County Commissioners constitutes the legislative authority of Franklin County and deems this to be in the best interest of Franklin County.

NOW, THEREFORE IT IS HEREBY RESOLVED the Franklin County Board of Commissioners hereby approved the following contributions toward benefits premiums for benefits-eligible non-bargaining employees and elected officials, effective February 1, 2022:

Medical Insurance.....	\$ 1,275.00 monthly
Dental Insurance.....	\$ 75.00 monthly
Vision Insurance.....	\$ 20.00 monthly
Life Insurance.....	\$ 4.56 monthly
Long Term Disability/EAP.....	\$ <u>5.00 monthly</u>
TOTAL.....	\$1,379.56 monthly

DATED this _____ day of _____, 2021.

**BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON**

Chair

Chair Pro Tem

ATTEST:

Member

Clerk of the Board