

LETTER OF AGREEMENT

This Agreement is made and entered into by Columbia County, herein referred to as the “County”, and the American Federation of State, County and Municipal Employees Local 697, herein referred to as the “Union”.

WHEREAS, the Columbia County Health Benefits Committee has recommended changes to the County’s medical coverage for a one-year period, effective August 1, 2025, through July 31, 2026; and

WHEREAS, the County and Union desire to implement the Health Benefits Committee recommendation through July 31, 2026;

NOW THEREFORE, the County and Union agree as follows:

A. Medical Insurance: Effective August 1, 2025, the County will provide Kaiser Permanente Traditional HMO Plan (Trad Plan LGY E), Kaiser Added Choice Plan (POS DED DB), and the Kaiser High Deductible Plan \$1,500/\$3,000 (Oregon HDHP) or their substantial equivalents. The County will also provide benefit riders for durable medical equipment and alternative care.

B. Dental Insurance: The County will provide Principal Dental PPO Plan (1065603-10001), Willamette Dental DHMO Plan (OR185) and Kaiser Permanente Dental Plan (Oregon R052) or their substantial equivalent.

C. Orthodontics: The County will provide an orthodontic option that pays 50 percent of the incurred costs up to a maximum of \$1,000 in a lifetime for eligible dependent children under 18 years of age.

D. Vision: The County will provide Vision Service Plan (VSP) as the vision service provider. Employees will continue to have the option to use Kaiser Vision.

E. Flexible Spending Account: The County will offer employees an option to participate in a pre-tax cafeteria benefit plan for premium conversion, medical reimbursement and dependent care expenses.

F. HRA VEBA: Every August 1st through the term of this Agreement, the County shall fund VEBA accounts for eligible employees as follows:

	Employee	Employee + 1	Employee + Family
For employees on Kaiser Traditional HMO Plan	\$150 per plan year	\$200 per plan year	\$250 per plan year
For employees on Kaiser Added Choice Plan	\$50 per plan year	\$75 per plan year	\$100 per plan year

G. HDHP/HSA Deductible: For employees who choose the Kaiser HDHP Plan, the County shall pay \$1,500/\$3,000 into a health savings account for the employee at the beginning of the plan year.

H. Physical Exams: The County will pay for all required job-related physical examinations, including drug screenings, when required and not otherwise covered by insurance.

I. Cost Share: Effective August 1, 2025, the County will pay monthly premiums for full-time employees (Employee Only). Employee Only employees on the Added Choice Plan will pay a \$15.00 monthly surcharge. Monthly premium payments will be pro-rated for part-time employees.

Employees who add one family member (Employee +1) to the benefit plans will pay 2% of the monthly plan premium. Monthly premium payments will be pro-rated for part-time employees with one family member (Employee +1).

Employees who add more than one family member (Family Plan) to the benefit plans will pay 4% of the monthly plan premium. Monthly premium payments will be pro-rated for part-time employees with more than one family member (Family Plan).

J. Open Enrollment: Employees will have the option to switch between health insurance plans, if more than one plan option exists, and sign up for or change their enrollment in the flexible spending account, during the designated open enrollment period each year.

This Letter of Agreement is effective on August 1, 2025, and shall terminate on July 31, 2026, or earlier if the parties agree to different coverage or cost sharing structure based on a recommendation from the Health Benefits Committee.

In witness whereof, the County and the Union have executed this Letter of Agreement on the _____ day of _____, 2025.

FOR THE UNION:
AFSCME LOCAL 697

By: Mark Stevenson
Mark Stevenson
AFSCME 697 President

By: Amra Marche
Amra Marche, AFSCME

FOR THE COUNTY
BOARD OF COMMISSIONERS

By: _____
Kellie Jo Smith, Chair

By: _____
Casey Garrett, Commissioner

By: _____
Margaret Magruder, Commissioner