

## **Chelan Douglas Regional Port Authority 2024 Health Care Insurance Plan Policy**

This policy is established with the purpose of providing staff with guidance from the Chelan Douglas Regional Port Authority Board of Directors for obtaining health insurance coverage for 2024, with the intent of keeping costs reasonable for the Port Authority while still providing coverage for employees that meets current coverage. In addition, as the Regional Port Authority looks to retain and hire new employees in a challenging labor market, having a competitive health care plan is essential.

Staff recommends the following actions with approval of the policy:

1. Approve Regional Port Authority paid coverage for Commissioners, employees and families.
2. Approve the Washington State Health Care Authority Uniform Medical Plan (UMP) Classic Full Benefits Package for 2024, which includes:
  - A. \$35,000 Basic Life Insurance;
  - B. \$5,000 Accidental Death and Dismemberment (AD&D);
  - C. Vision coverage provided by VSP; and
  - D. Dental coverage provided by Delta Dental.
3. Approve an HRA VEBA Contribution of \$600 per month if a Regional Port Authority Employee or Elected Official elects out of health care coverage and provides documentation of other coverage (not available to Medicare recipients).

**Adopted by the Chelan Douglas Regional Port Authority on November 28th, 2023.**