STATE OF COLORADO   )
)ss   **RESOLUTION No. 2026-01-09-08**
COUNTY OF PHILLIPS   )

RESOLUTION FOR BOARD OF COUNTY COMMISSIONERS TO PROVIDE HEALTH AND LIFE INSURANCE FOR THE YEAR 2026

WHEREAS, the Phillips County Board of County Commissioners offer the following Health and Life insurance through the County Health Pool; and

WHEREAS, the County will pay 80% of the employee's share and 65% of the dependent's share of the health insurance. The county will pay 80% of the employee's share and 60% of the dependent's share for dental and vision insurance. Amounts for permanent, part-time employees are prorated appropriately; and

WHEREAS, permanent part-time employees must work at least 24 hours per week to enroll in insurance. If an employee works less than full time, the employee premium for any benefit will be pro-rated. The 24 hour per week threshold must also be met to qualify for county retirement benefits; and

WHEREAS, the Board of County Commissioners will continue to provide the reimbursement benefit of $2,500 for individuals with a maximum of $5,000 per family. All new and current employees must be enrolled in the HDHP2500 plan in order to participate in the deductible reimbursement plan provided by the County.

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Phillips County Colorado, that the following options are made available to qualifying employees of Phillips County.

	Employee Only			Employee + 1			Family		
MEDICAL	Emp Only Premium	County 80.00%	**Employee 20.00%**	E + 1 Premium	County 80%/65%	**Employee 20%/35%**	Family Premium	County 80%/65%	**Employee 20%/35%**
PPO-B2000	1,094.00	875.20	**218.80** ☐	2,052.00	1,497.90	**554.10** ☐	2,520.00	1,802.10	**717.90** ☐
HDHP2500	957.00	765.60	**191.40** ☐	1,794.00	1,309.65	**484.35** ☐	2,207.00	1,578.10	**628.90** ☐
WAIVE MEDICAL ☐									
DENTAL	Employee Premium	County 80%	**Employee 20%**	E + 1 Premium	County 80%/60%	**Employee 20%/40%**	Family Premium	County 80%/60%	**Employee 20%/40%**
Plan A	39.30	31.44	**7.86** ☐	78.40	54.90	**23.50** ☐	101.85	68.97	**32.88** ☐
Plan B	20.30	16.24	**4.06** ☐	40.75	28.51	**12.24** ☐	52.95	35.83	**17.12** ☐
WAIVE DENTAL ☐									
VISION	5.90	4.72	**1.18** ☐	11.75	8.23	**3.52** ☐	15.30	10.36	**4.94** ☐
☐									
BASIC LIFE	2.40	1.10	**.30** ☐						

The effective date hereof shall be the date of the adoption of this Resolution.

The above and foregoing Resolution was, on a motion duly made and seconded, adopted this 9th day of January 2026 by vote of the Board of Phillips County Commissioners.

ATTEST:

BOARD OF COUNTY COMMISSIONERS
COUNTY OF PHILLIPS, COLORADO

_____
Clerk & Recorder, Beth Zilla

_____
Commissioner Garold Roberts, Chairman

_____
Commissioner Terry Hofmeister

_____
Commissioner Tom Timm