



ORIGINAL

**Kittitas County Human Resources**

205 W 5<sup>th</sup> Ave Suite 107 • Ellensburg, WA 98926

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**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN KITTITAS COUNTY AND AFSCME LOCAL 792**  
**TO RECOGNIZE A CHANGE IN HEALTH BENEFIT PROVIDERS AND COUNTY CONTRIBUTION**

This Memorandum of Understanding ("MOU") is entered into between Kittitas County and Washington State Council of County and City Employees, AFSCME Local 792, for the purpose of establishing the following:

In early 2017, the Board of County Commissioners formed a Benefits Committee to review health benefit options for employees of Kittitas County and make a recommendation. An Employee Representative for the Road Union was invited to participate as a committee member, and the Staff Representative was invited to all meetings. After hearing presentations from multiple benefit Broker/Consultants/Representatives, the Committee's recommendation was to move medical, dental, and vision from the WCIF and seek coverage as an independent group utilizing Alliant Employee Benefits as the Broker/Consultant.

After multiple presentations and discussions, the Commissioners agreed with the recommendation and on 11/6/17 ratified the decision.

During a public meeting held Friday, December 1, the Board approved new health care contribution rates for 2018 in an effort to make employee benefits more equitable to the competitive market. The contribution an employee will receive in 2018 is reflected below.

Upon acceptance and signature of this MOU, the current Collective Bargaining Agreement will be amended as follows:

19.1 The Employer will provide employees access to health insurance that will include at least one plan option for medical, dental, vision, and basic life.

19.1.3 Effective January 1, 2018, the Employer agrees to contribute toward the purchase employee health insurance (medical, dental, vision, basic life, and any required program management fees) as follows:

Medical Insurance Selection – Regence	Contribution
Employee Waives County Medical	\$700.00
Employee-Only Medical	\$725.00
Employee + Spouse OR Child(ren)	\$900.00
Employee + Spouse AND Child(ren)	\$1,000.00

Purchase of employee healthcare coverage is mandatory (medical, dental, vision, and basic life). Purchase of dependent healthcare coverage is optional.



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19.2 Should the County choose to implement different healthcare options, the Union Representative and Union President will be invited to participate in the Benefits Committee discussions; however, employees covered by the CBA shall be receive the same plan(s) selected for the non-represented employees of Kittitas County.

This MOU will amend Article 19 only as indicated above; the remainder of the CBA will remain unaltered.

By acceptance and signature below, both parties agree that these solutions were reached through mutual understanding.

DATED this 12<sup>th</sup> day of December, 2017.

FOR THE UNION:

  
Tom Cash, Staff Representative

  
James Walters, President, Local 792

FOR THE EMPLOYER:

  
Paul Jewell, Chairman

  
Laura Osiadacz, Vice Chairman

**ABSENT**

Obie O'Brien, Commissioner

