

KITTITAS COUNTY
Human Resource Department

AGENDA STAFF REPORT

AGENDA DATE: December 19, 2017

ACTION REQUESTED: **REQUEST TO APPROVE A MEMORANDUM OF UNDERSTANDING WITH
AFSCME LOCAL 792 (ROAD UNION)**

BACKGROUND: AFSCME Local 792 represents the interests of the Road Maintenance, Construction Technicians, and Solid Waste/Compost Facility Operators of Kittitas County.

In early 2017, the Board asked that HR Director Young create a Benefits Committee to review benefit options for the employees of Kittitas County. After many meetings, a recommendation was made to the Board to move medical, dental, vision, and long term disability from the Washington Counties Insurance Fund to the direct market, using Alliant as the Broker/Consultant for the County.

Representatives for Local 792 were invited to be part of the Committee discussions and played an active role in the process.

Additionally, on December 1, 2017, the Board voted to increase the County's contribution toward employee health insurance. The details of the increase are included in the attached MOU.

Representatives of 792 and Kittitas County have reached a point of agreement on the attached MOU.

NOTE: Any remaining signatures will be obtained as soon as possible following the Agenda.

INTERACTION: Lisa Young, Human Resource Director
Tom Cash, Staff Representative (Local 792)
Christopher Horner, Deputy Prosecuting Attorney
Judy Pless, Budget & Finance Manager
Kittitas County Board of County Commissioners
Kittitas County Benefits Committee

RECOMMENDATION: The Human Resource Department recommends approval the attached MOU.

HANDLING: Please return two original(s) to HR.

ATTACHMENTS: Memorandum of Understanding

LEAD STAFF: Lisa Young, HR Director/Risk Manager