KITITITAS COUNTY
COMMISSIONER SPECIAL MEETING

Human Resource Study Session

Tuesday, December 2nd, 2003
10:00 a.m.

TOPICS:

- Negotiation Update
  a) Bargaining Healthcare Premium (multiple year contracts)
  b) Courthouse Union
  c) Corrections Union
  d) Road-Maintenance Union
  e) Misdemeanant Union
  f) Appraisers Union
  g) Line Union

- Healthcare Alternatives
  a) Benefax
  b) Premera (WA Farm Bureau)
  c) PEBB
  d) Teamsters

- Payment of Benefits for Brandon Wilson
- Department Closure

ATTENDANCE: Max Golladay, Perry Huston, Bruce Coe, Kirk Eslinger, and Lisa Young
(David Bowen and Iris Rominger in attendance for negotiation topics)

EXECUTIVE SESSION - 10:05 a.m.

Negotiation Update
a) Bargaining Healthcare Premium (multiple year contracts) – Negotiation
strategies discussed; Directions given to Staff.

b) Courthouse Union – Negotiation strategies discussed; Directions given to Staff.

c) Corrections Union – Negotiation strategies discussed; Directions given to Staff.

d) Road-Maintenance Union – Negotiation strategies discussed; Directions given to Staff.

e) Misdemeanant Union – Negotiation strategies discussed; Directions given to Staff.

f) Appraisers Union – Negotiation strategies discussed; Directions given to Staff.

g) Line Union – Negotiation strategies discussed; Directions given to Staff.

End of Executive Session – 10:32 a.m.

DISCUSSION:

Healthcare Alternatives
a) BeneFax
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- Plans discussed were similar to our new Options Select $200 and $500.

b) Premera (WA Farm Bureau)
   - Kirk will get a quote.

c) PEBB
   - Good for State/School employees, not so good for Local Government.
   - Composite Rates.

d) Teamsters
   - Kirk will try to get solid numbers.

e) Item discussed but not on Agenda: Giving $485 to VEBA
   - It was suggested that $485 go to VEBA for employees to cover their families with outside coverage or to just pay medical bills with directly.
   - Various options were discussed.

Payment of Benefits for Brandon Wilson
- There was concern that benefits were being paid unnecessarily.
- Our current practice is to pay benefits through the end of the current month if the employee terminates the 15th or prior, and to pay through the end of the next month if they leave from the 16th to the end of the month.
- Kirk will draft a policy with regard to payment of benefits and take to Policy Committee.
- Policy may state a clear preference on when to pay benefits, not necessarily a requirement, with room for exceptional circumstances.
- Kirk will do some research on the topic and bring back.

Department Closure
- HR will be closed Friday, December 26th.
- Appropriate notice will be posted.
- Banked time will be utilized as needed.