

**COMMISSIONERS' MINUTES
KITITAS COUNTY, WASHINGTON
COMMISSIONERS AUDITORIUM
SPECIAL MEETING**

THURSDAY

8:00 A.M.

OCTOBER 11, 2012

Board members present: Chairman Alan Crankovich; Vice-Chairman Obie O'Brien and Commissioner Paul Jewell.

Others: Mandy Robinson, Deputy Clerk of the Board; Matt Anderson, Facilities Maintenance Director; Lisa Young, HR Director; Judy Pless, Budget & Finance Manager; William Holmes, Probation Services Director; Megan Acree, Administrative Assistant; Jerry Pettit, Auditor; Kathy Jurgens, Finance System Manager; Gene Dana, Sheriff; Joyce Julsrud, Clerk; Tipton Hudson, Extension Agent; Patti Johnson, Solid Waste Director; Todd Davis, Noxious Weed Director; Jim Goeben, IT Director; Christine Luvera, District Court Administrator; Brenda Larsen, Fire Marshal; Robin Rapp, Office Administrator; Mandy Weed, Administrative Assistant; Paul Sander, Deputy Prosecutor; Marsha Weyand, Assessor; Cindy Adams, Administrative Assistant; Greg Zempel, Prosecutor.

SPECIAL MEETING

2013 BENEFITS

HUMAN RESOURCES

At 8:05 a.m. Chairman Crankovich opened a Special Meeting to discuss the 2013 benefit plan options.

Chairman Crankovich explained that there is a new medical plan being offered by Washington Counties Insurance Fund (WCIF). He stated that it's being offered by Premera and has a \$3,000.00 dollar deductible, noting that the consideration is being given to be the only option for insurance that the County would provide. He explained how, the County would see significant savings that would allow the County to be in a better financial position. He explained that there would be a \$30.00 dollar co-pay for office visits at the employees chosen provider and regular/preventative (unlimited) visits are covered at a 100% after the co-pay. He stated that prescription co-pays would remain the same as they are currently.

Commissioner Jewell indicated that the County is also considering no longer offering employees the option to waive medical, however the County will need to have meetings with the Unions to see if their contracts will allow the change should the Board decide to implement this plan making it the only insurance offered at the County.

Chairman Crankovich reviewed why the County is considering eliminating the option for employees to waive medical as well as the financial impacts that the County incurs due to employees waving medical.

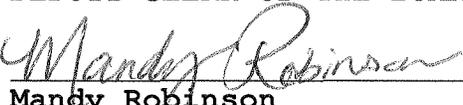
Commissioner Jewell indicated that if the County doesn't take the option to waive medical they will consider reducing the County contribution for medical.

Lisa Young, HR Director stated that if the County implements this plan the cost per employee only would be \$461.93 (covering medical, vision, dental, life ins.). Commissioner Jewell indicated that the Board is looking at potentially contributing $\frac{1}{2}$ the deductible (\$1,500.00) to each employee's VEBA annually. Ms. Young reviewed the cost savings if the County is able to have 40% of its employees enrolled in the Wellness Program as it would give the County a 4% break on its premiums noting that new rate with the 4% break would be \$384.86 per person. She stated that after the \$3,000.00 dollar deductible is met the plan becomes a 80/20 plan, and at first glance it appears to be similar to the current Premera 750 plan.

The Board outlined how the plan could be implemented County-wide for Union and Non-Union, should the Union agree to participate. The Board stressed that this is only a preliminary discussion and they would like the Department Heads and Elected Officials to go back to staff and share this information with them and then report the feedback to HR or the BoCC.

The meeting was adjourned at 8:55 a.m.

DEPUTY CLERK OF THE BOARD


Mandy Robinson

KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON


Alan Crankovich, Chairman