

**KITTITAS COUNTY  
COMMISSIONER SPECIAL MEETING**

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**Human Resource Study Session**

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Tuesday, December 2<sup>nd</sup>, 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 15<sup>th</sup> or prior, and to pay through the end of the next month if they leave from the 16<sup>th</sup> 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 26<sup>th</sup>.
- Appropriate notice will be posted.
- Banked time will be utilized as needed.