

**COMMISSIONERS' MINUTES  
KITITITAS COUNTY, WASHINGTON  
BOCC CONFERENCE ROOM  
SPECIAL MEETING  
HR STUDY SESSION**

**TUESDAY**

**5:00 PM**

**October 16, 2012**

**Board members present:** Obie O'Brien, Paul Jewell

**Others:** Lisa Young; Tom Cash, AFSCME Staff Representative; Various employees of Courthouse Union Local 792-CH, Road Union Local 792, Appraisers Union Local 2658, and Probation Union 760; as well as various non-represented employees.

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**CALLED TO ORDER at 5:00 PM**

**UNION BENEFITS DISCUSSION**

Commissioner O'Brien opened the meeting and asked HR Director Young to lead the discussion. She briefly explained that a meeting was held the week prior between the Board and the Management Team where the possibility of the County only offering one medical plan (Premera 3000), as well as no longer allowing employees to waive (opt out), was discussed. The move to the Premera 3000 plan would cover the employee only and may be offered with a possible contribution to VEBA to help offset the deductible. The Board asked the Management Team to discuss the information being considered with their employees and send feedback to HR. She further stated that this meeting was scheduled at the request of the Courthouse Union to discuss the information presented and to answer any questions. It was suggested by Tom Cash that we wait a few more minutes for others to arrive as their shifts end at 5:00 PM and some come from other locations. At approximately 5:15 PM, Commissioner O'Brien restated the reason for the meeting and opened the floor for comment. Tom asked what the goal is for the fund balance, stating that the budget was balanced last year without a cut to health care, and the fund balance actually increased for 2011 over 2010. Commissioner Jewell stated that three months' expense in unrestricted funds is the typical goal. Commissioner O'Brien added that the increase occurred due to good financial management. The Board stated that the Premera 3000 plan offers good up-front coverage for office visits and prescription drugs,

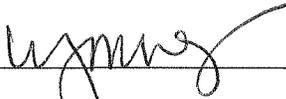
**APPROVED**  
12/18/2012

without having to meet the deductible. The employees in attendance presented many shared scenarios, concerns, and questions. The majority of concern focused on the out-of-pocket expense and the impact that would have on their families, and the inability to waive. There was also discussion regarding the state of the 2013 budget, which was reported initially at \$2.2 million out of balance; however, not all department meetings have occurred, and some additional revenue has since been realized. Tom expressed concern that employees could be faced with a substantial decrease in health care benefits, yet the budget could be balanced without having to rely on health care cuts. The Board was asked when they hope to make a final decision; they stated they do not have date at this time. Commissioner Jewell had another obligation to attend and the meeting came to a close.

**OTHER BUSINESS**

None

**MEETING ADJOURNED at 6:15 PM**



**Lisa Young**



**Alan Crankovich, Chairman**