

**2019 MEMORANDUM OF AGREEMENT**

**BETWEEN**

**YAKIMA COUNTY  
BOARD OF COUNTY COMMISSIONERS**

**AND**

**TEAMSTERS LOCAL UNION #760  
Affiliated with the International Brotherhood of Teamsters**

**Representing Technology Services Employees**

**For CBA effective January 1, 2018 through December 31, 2019**

Yakima County, hereinafter referred to as the Employer, and Teamsters Local Union No. 760 representing Technology Services Employees, hereinafter referred to as the Union, agree to adopt this Memorandum of Agreement (MOA) and agree that the provisions of this MOA will be included as part of the 2017 Collective Bargaining Agreement (CBA).

This MOA memorializes the agreements between the Employer and the Union regarding the issues described below, and the parties acknowledge that these issues have been agreed upon based on negotiated language in accordance with RCW 41.56.

The Employer and the Union agree that the provisions as set forth in this MOA supersede any conflicting provisions in the Collective Bargaining Agreement (CBA) covering the period of January 1, 2018 to December 31, 2019.

This agreement comes as a result of the comprehensive 2018 Yakima County Salary Survey. This agreement stipulates an increase of the County contributions for medical insurance.

This language replaces the entire article for the remaining term of the CBA January – December 2019.

**The following language will replace Article 22 – Medical Benefits effective April 1, 2019.**

**ARTICLE 22 - MEDICAL BENEFITS**

**22.1** Effective April 1, 2019, the Employer contribution for employee and dependent medical, vision, dental and life insurance coverage shall be up to a maximum of \$900.00 per month. This increase is reflective of April 2019 earnings, issued on May 10<sup>th</sup> paycheck for May 2019 insurance coverage.

22.1.1. For employees who are enrolled in the PEBB CDHP (High Deductible) Plans, the Employer Contribution to the Health Savings Account (HSA) for the Employee Only Tier shall be the difference between the premium for Employee Only coverage and the Employer maximum contribution. The Premium for the PEBB CDHP (High Deductible)

Plans include a PEBB contribution to HSA.

22.1.2. For employees who are enrolled in any PEBB Plan other than the PEBB CDHP (High Deductible) Plans with Employee Only coverage, the Employer shall contribute the difference between the premium for the Employee Only Tier and the Employer maximum contribution to an HRA VEBA account for the employee.

22.1.3. For employees enrolled in all other PEBB plans or tiers, the employee will pay the difference between the premium and the employer's maximum contribution

22.1.4. Employees can waive medical coverage; however, contributions must still be made for the mandatory PEBB Dental, Basic Life Insurance and Basic Long-Term Disability (LTD). The employer shall contribute only the premium amount for the mandatory PEBB Dental, Basic Life Insurance and Basic LTD for employees that waive medical coverage through the PEBB.

**22.2** Said insurance shall be for employee and dependent medical, dental and life insurance.

**22.3** The Employer shall determine which insurance programs and benefits may be continued or implemented from time to time. If there are changes in the insurance programs, the Employer will notify the Union of said changes. Said notification shall not interfere or hinder the right of the Employer to change the benefit structure, benefit level, and/or premium level.

**22.4** If the insurance company or companies providing the above-referenced benefits notifies the Employer of changes in the premium structure and/or benefit levels, then and in that event the Union and employees shall comply with said changes if requested to do so by the Employer.

**22.5** Any disputes, disagreements and/or claims regarding insurance coverage and/or policies between an employee and an insurance carrier and/or administrator are not grievable by the Union and/or the employee.

**22.6** The medical benefits package is subject to the provisions and actions of the Yakima County Employee Benefit Committee.

**22.7** Regular part time employees who work at least fifty percent (50%) of the normal forty (40) hour work week will receive a pro-rated employer medical contribution. The percentage of hours worked and pro-rated contribution shall be established by budget.

**22.8** Effective for 2018 and 2019, a task force of some of the insurance benefits committee members, HR staff, bargaining unit representatives and management will remain in place but will serve as a communication tool during 2018 and 2019 regarding PEBB insurance. This task force communication is neither to be interpreted nor to be construed to obligate the Employer to negotiate about carriers, medical benefits, and coverages. There already is an insurance benefits committee made up of employees representing departments who are also in some cases members of certain bargaining units, and this committee has historically been coordinated through and with the expertise of the HR department. The insurance benefits committee is recommendatory only, and only the Board of County Commissioners has the final determination for carriers, plans, programs, and coverages.

22.8.1 Beginning in 2018, the HR Department will conduct an in-depth research and analysis on the County's Benefits Plan structure. The goal is to present information that should assist in the determination if becoming a fully insured entity is in the best interest of the County and its employees.

22.8.2 The HR Department will determine the frequency of meetings with the respective committee and task force members. Notice of meetings will be provided in advance of meetings.

**IN WITNESS WHEREOF**, the parties have agreed to this Agreement on this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

**FOR TEAMSTERS LOCAL UNION #760:**

\_\_\_\_\_  
Leonard Crouch  
Teamsters Union Local No. 760  
Secretary-Treasurer

**FOR THE EMPLOYER:**

\_\_\_\_\_  
Michael D. Leita, Chairman  
Yakima County Board of County Commissioner

Adopted Copy Available at  
Yakima County Human Resources  
128 N. 2<sup>nd</sup> Street, Room B27  
Yakima, WA 98901

\_\_\_\_\_  
Norm Childress, Commissioner  
Yakima County Board of County Commissioner

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Ron Anderson, Commissioner  
Yakima County Board of County Commissioner

\_\_\_\_\_  
Gene Pugnetti, Technology Services Director

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Jacqui Lindsay, Human Resources Director