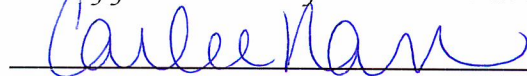


# Agenda Summary Report (ASR)

## Franklin County Board of Commissioners

<b>DATE SUBMITTED:</b> 11/8/2019	<b>PREPARED BY:</b> Carlee Nave
<b>Meeting Date Requested:</b> 11/19/2019	<b>PRESENTED BY:</b> Carlee Nave
<b>ITEM:</b> (Select One) <input checked="" type="checkbox"/> Consent Agenda <input type="checkbox"/> Brought Before the Board <div style="text-align: right; margin-right: 100px;">Time needed:</div>	
<b>SUBJECT:</b> Joint Bi-County: Amendment I to 2019-2021 Bailiffs' Collective Bargaining Agreement	
<b>FISCAL IMPACT:</b> \$1,144.44 per employee annual increase (\$95.37/month), total annual impact of \$5,722.20 (Franklin County's annual share is <b>\$1,625.68</b> (28.41%) for 2020)	
<b>BACKGROUND:</b> Bi-County bargaining teams have reached a tentative agreement after one negotiation session for the Bailiffs 2020 benefits opener.  The details of the agreement include the unit moving to composite rate plans for both dental and vision through UEBT, in addition to the existing composite rate plan available for medical coverage. The employer has agreed to contribute the amount to maintain coverage for the composite rate plans (\$1,140.60/month), enabling employees to cover their entire families with zero out of pocket cost to the employee. Employees still have the option of selecting a high deductible employee-only health plan, resulting in an excess benefit contribution, which is deposited into the employee's HRA VEBA account.  This agreement results in a benefits package, including employer contribution, that is equitable to that of Benton County direct employees.	
<b>RECOMMENDATION:</b> Parties below recommend ratification of the CBA Amendment as presented.	
<b>COORDINATION:</b> Negotiation teams representing Benton and Franklin Counties and the Bailiffs unit reached a tentative agreement which was ratified by the bargaining unit. Tiffany Deaton, Superior Court Administrator participated in negotiations as a member of the bargaining team and has signed the amendment, along with the Presiding Superior Court Judge. Legal review was completed by Stephen Hallstrom in the Benton County Prosecuting Attorney's Office as is our practice for Bi-County Collective Bargaining Agreements. The Benton County Commissioners will sign at their next Board meeting.	
<b>ATTACHMENTS:</b> (Documents you are submitting to the Board) <ol style="list-style-type: none"> <li>1. Resolution – 2 Originals</li> <li>2. Amendment I to 2019-2021 Collective Bargaining Agreement – 2 Originals</li> </ol>	
<b>HANDLING / ROUTING:</b> (Once document is fully executed it will be imported into Document Manager. Please list <u>name(s)</u> of parties that will need a pdf)  Originals to HR for delivery to Benton County for signature.	

*I certify the above information is accurate and complete.*



Carlee Nave, HR Director

# JOINT RESOLUTION

BENTON COUNTY RESOLUTION NO. \_\_\_\_\_

FRANKLIN COUNTY RESOLUTION NO. \_\_\_\_\_

## BEFORE THE BOARD OF COMMISSIONERS OF BENTON AND FRANKLIN COUNTIES, WASHINGTON

**IN THE MATTER OF THE 2019-2021 AGREEMENT BETWEEN BENTON AND FRANKLIN  
COUNTIES, AND TEAMSTERS UNION LOCAL NO. 839, REPRESENTING BAILIFF  
EMPLOYEES, AMENDMENT I.**

**WHEREAS**, negotiators for Benton and Franklin Counties have negotiated and reached an agreement with Teamsters Union Local NO. 839, representing Bailiff employees negotiating team for the 2019-2021 Agreement Amendment I; **NOW, THEREFORE**,

**BE IT RESOLVED**, that the Board of Benton County Commissioners, Benton County, Washington and the Board of Franklin County Commissioners, Franklin County, Washington, hereby approve Amendment I of the 2019-2021 Agreement between Benton and Franklin Counties, and Teamsters Union Local No. 839, representing Bailiff employees as negotiated and are authorized to sign the same; and

**BE IT FURTHER RESOLVED**, that the Amendment is effective January 1, 2020 and shall remain in effect the duration of the Agreement.

Dated this \_\_\_\_ day of \_\_\_\_\_, 2019.

Dated this \_\_\_\_ day of \_\_\_\_\_, 2019.

BENTON COUNTY BOARD OF  
COMMISSIONERS

FRANKLIN COUNTY BOARD OF  
COMMISSIONERS

\_\_\_\_\_  
Chairman of the Board

\_\_\_\_\_  
Chairman of the Board

\_\_\_\_\_  
Member

\_\_\_\_\_  
Member

\_\_\_\_\_  
Member

\_\_\_\_\_  
Member

Constituting the Board of Commissioners  
of Benton County, Washington

Constituting the Board of Commissioners  
of Franklin County, Washington

Attest.....  
Clerk of the Board

Attest.....  
Clerk of the Board

**AMENDMENT I**  
**to**  
**2019 – 2021 AGREEMENT**  
**Between**  
**BENTON-FRANKLIN COUNTIES SUPERIOR COURT, BENTON COUNTY,**  
**FRANKLIN COUNTY**  
**And**  
**TEAMSTERS UNION LOCAL NO. 839**  
**Representing BAILIFFS**

Benton-Franklin Counties Superior Court (Employer) and Teamsters Union Local NO. 839 Representing Bailiffs (Union), hereby agree to amend the Collective Bargaining Agreement (CBA) in effect from January 1, 2020, through December 31, 2021, as follows:

1. Section 9.2 is hereby amended to read:

9.2 The Employer will provide the United Employees Benefit Trust (UEBT) Plan A6 Composite and the Group Health Options as the plans for medical and hospital coverage available to all employees.

2019: Effective the first payroll cycle following the date of the last signature, the employer agrees to pay up to a maximum of one thousand, forty-five and 23/100 dollars (\$1,045.23) per month towards medical, dental, vision, and life insurance.

2020: ~~For 2020, this agreement will be open for limited negotiations to determine a health and welfare adjustments.~~

Effective January 1, 2020, the Employer agrees to pay the cost of the premiums for UEBT Medical A6, UEBT Dental D8, UEBT Vision Plan 3, and \$24,000 life insurance up to a maximum of One Thousand, One Hundred, Forty, and 60/100 Dollars (\$1,140.60). In the event the premium for these plans increases in 2020, the Employer will pay up to an additional Five Percent (5%) of that premium, any increase over Five Percent (5%) will be the responsibility of the employee, in the event the premium decreases, the County Contribution will also decrease in that amount.

2021: For 2021, this agreement will be open for limited negotiations to determine a health and welfare adjustments.

2. No other language in the CBA is amended or intended to be changed or modified.
3. Except as otherwise stipulated above, this Amendment is effective as of January 1, 2020.

IN WITNESS WHEREOF, the parties hereto agree to the terms and conditions of this Amendment and have caused it to be signed by their duly constituted and legal representatives as follows:

**BENTON-FRANKLIN COUNTIES  
SUPERIOR COURT**

Carrie Runge  
Presiding Superior Court Judge

Date: 11/5/19

Tiffany Deaton  
Tiffany Deaton, Administrator

Date: 11-05-19

**TEAMSTERS LOCAL NO. 839  
Representing Bailiffs**

Russell Shjerven  
Russell Shjerven, Secretary-Treasurer

Date: 10-31-19

**BOARD OF BENTON COUNTY  
COMMISSIONERS**

\_\_\_\_\_  
Chair

\_\_\_\_\_  
Member

\_\_\_\_\_  
Member

Constituting the Board of  
Benton County Commissioners

Attest:

\_\_\_\_\_  
Clerk to the Board

Date: \_\_\_\_\_

Approved as to form:

Stephen J. Hallstrom  
Stephen J. Hallstrom,  
Benton County Deputy Prosecuting Attorney

**BOARD OF FRANKLIN COUNTY  
COMMISSIONERS**

\_\_\_\_\_  
Chair

\_\_\_\_\_  
Member

\_\_\_\_\_  
Member

Constituting the Board of  
Franklin County Commissioners

Attest:

\_\_\_\_\_  
Clerk to the Board

Date: \_\_\_\_\_