Agenda Summary Report (ASR)

Franklin County Board of Commissioners

DATE SUBMITTED: 03/31/23	**PREPARED BY:** Margot Wilder
Meeting Date Requested: 04/11/23	**PRESENTED BY:** Sam Hughes
ITEM: (Select One) **x** Consent Agenda	Brought Before the Board **Time needed:**

SUBJECT:
Memorandum of Agreement (MOA) between Franklin County and Sheriff's Office Support Staff Guild, represented by the Fraternal Order of Police (FOP). The MOA includes the 2023 wages consisting of a 5% COLA and an insurance increase of $310.50 in County Contribution's, per employee, for benefits. As well as a 70/30 percent split in VEBA contributions, 70% going to VEBA and 30% being paid out in cash.

FISCAL IMPACT: $42,500 will be the approximate fiscal impact for the remainder of 2023 for the 5% COLA increase and the $310.50 in County contributions, per employee for benefits.

BACKGROUND: The recommendations for 2023 are a 5% cost of living adjustment (COLA) as well as a benefit increase of $310.50, per employee, as well as the VEBA contribution 70/30 percent split. 70% will go into VEBA and 30% will be paid out in cash. These recommendations are based on negotiations with the Support Specialist Guild and FOP.

COORDINATION: HR Director Sam Hughes, Sheriff Jim Raymond, Attorney Tony Menke has worked with Interim County Administrator Duane Davidson, through the budget process to draft this recommendation. Salary matrices were verified by Ryan Brimacombe Accounting Supervisor and fiscal impact provided by Tim Anderson Director of Finance.

RECOMMENDATION: HR Director, Sam Hughes, Interim County Administrator Duane Davidson, and Sheriff Jim Raymond recommend the adoption of the MOA and resolution as presented.

ATTACHMENTS: (Documents you are submitting to the Board)
ASR –Resolution - MOA

HANDLING / ROUTING: (Once document is fully executed it will be imported into Document Manager. Please list name(s) of party(s) that will need a pdf.)
Original : Clerk of the Board Karin Milham
Copy: Jen Johnson, Attorney Sam Hughes, Human Resources Jim Raymond, Sheriff
Mike Gonzalez, County Administrator Tim Anderson/Auditors Office

I certify the above information is accurate and complete.

Name: _____ Sam Hughes, HR Director

FRANKLIN COUNTY RESOLUTION _____

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON

MEMORANDUM OF AGREEMENT TO THE 2022-2024 FRANKLIN COUNTY SHERIFF'S OFFICE SUPPORT STAFF GUILD COLLECTIVE BARGAINING AGREEMENT

WHEREAS, the Board of Franklin County Commissioners acknowledges the importance of County employees in delivering services to the Citizens of Franklin County while endeavoring to balance meeting the County's financial obligations and the desire to provide adequate compensation to our valued employees; and

WHEREAS, the Board of Franklin County Commissioners desires to approve the MOA, for the Sheriff Support Staff employees which would implement a 5% cost of living adjustment (COLA) as well as the 2023 increased contribution, of $310.50 per employee, for benefits. Any remaining contribution, which would go into VEBA will have a 70/30 percent split. 70% of the remaining contributions going in the employees VEBA account and the other 30% of the remaining contributions will be paid out the employees as cash; and

WHEREAS, the Board of Franklin County Commissioners intended in 2022 that the COLA and benefit increase would be effective January 1, 2023 but other relevant negotiations have delayed the commencement of said COLA and the County contribution to benefits; and

WHEREAS, the Board of Franklin County Commissioners recognizes that employees have thus not been working at their full wages since January 1, 2023 and are now owed their deferred wages and increased benefit contributions; and

WHEREAS, the Board of Franklin County Commissioners constitutes the legislative authority of Franklin County and deems this to be in the best interest of Franklin County.

NOW, THEREFORE, BE IT RESOLVED, the Franklin County Board of Commissioners

adopts the Memorandum of Agreement between Franklin County and the Franklin County Sheriff Support Staff, which reflect a five percent COLA and approves the 2023 increased County contributions, of $310.50 per employee as well as the 70/30 percent split of the VEBA contributions of 70% into VEBA and 30% being paid out in cash, to be effective January 1, 2023.

DATED this _____ day of _____, 2023.

BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON

_____
Chair

_____
Chair Pro Tem

ATTEST:

_____
Member

_____
Clerk of the Board

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT (MOA) is by and between THE BOARD OF FRANKLIN COUNTY COMMISSIONERS,THE SHERIFF OF FRANKLIN COUNTY, WASHINGTON and the FRANKLIN COUNTY SHERIFF'S OFFICE SUPPORT STAFF GUILD represented by the FOP.

THE PURPOSE OF THIS MOA is to reflect the terms and conditions of the 2023 term of the 2022-2024 Collective Bargaining Agreement (CBA) regarding wages and insurance topics; and,

THIS MOA hereby amends the current 2022-2024 CBA terms in Article 21 – Health Insurance for 2023 and Article 22 – Salaries and Classifications for 2023; and,

THE PARTIES AGREE to the following terms and conditions of amend to the 2023 term of the 2022-2024 CBA:

(1) ARTICLE 21.1 – HEALTH AND WELFARE BENEFITS

For 2023, effective January 1, 2023, the County will contribute a maximum of $1,690.06 per month towards the medical, dental, vision, basic life insurance, long term disability, and employee assistance program premiums for the insurance plans made available by the county for employee and dependent(s) coverage, in the amounts set forth below.

Medical insurance coverage, County paid premium up to ....$1568.24 monthly
Dental insurance coverage, County paid premium up to .....$92.26 monthly
Vision insurance coverage, County paid premium up to .....$20.00 monthly
Life Insurance, County paid premium up to .....$4.56 monthly
Long Term Disability/EAP coverage, County paid premium up to ..$5.00 monthly

Total: ..... $1,690.06 monthly

All calculations and distributions shall be determined by the HR Department. The HR Department's determinations shall be final and binding on the parties and employees.

(2) ARTICLE 21.3 - VEBA/CASH CONTRIBUTIONS

An employee who elects health and welfare benefits, including all mandatory benefits (ie. vision, dental, life insurance, long-term disability), with a total cost less than the County's insurance cost cap set forth in Article 21.1, shall have the difference split between a VEBA contribution and cash. The split will be 70% of excess funds paid as a VEBA contribution and 30% of excess funds as cash. Cash contributions will be included on the employee's paycheck and will be subject to all deductions as if it were salary.

All calculations and distributions shall be determined by the HR Department. The HR Department's determinations shall be final and binding on the parties and employees.

Franklin County does not provide tax advice nor does it guarantee that the VEBA is tax deferred. This is up to the IRS which may modify the status of VEBA benefits at any time.

(3) ARTICLE 22 - SALARIES AND CLASSIFICATIONS

22.1 Wages. – See Appendix A-1

The 2023 term is amended to provide: Effective January 1, 2023, a five percent (5%) increase in the current pay plan.

All calculations and distributions shall be determined by the HR Department. The HR Department's determinations shall be final and binding on the parties and employees.

The parties agreed that the County would conduct a compensation review of bargaining unit positions and present its findings to the Guild for the purpose of bargaining for 2023. The study was not completed by the agreed upon deadline of September 15, 2022. The parties agreed that effective in 2023, when the wage study is completed, the parties will enter into negotiations to address the outcome of the wage study. The outcome of the wage study is not binding on the parties.

For Wages commencing January 1, 2024, there shall be a reopener for wages, with the first meeting to be held in the first week in September 2023.

Appendix A-1

The following replaces the table of wages in Appendix A.
All other aspects of the original Appendix A remain the same and remain in effect.

2023 Sheriff Support (effective 1/1/2023)								
		1	**2**	**3**	**4**	**5**	**6**	**7**
	13	44,491.20	46,716.80	49,088.00	51,542.40	54,142.40	56,888.00	59,737.60
Bi-Weekly		1,711.20	1,796.80	1,888.00	1,982.40	2,082.40	2,188.00	2,297.60
8 Hr Hourly		21.39	22.46	23.60	24.78	26.03	27.35	28.72
8 Hr OT		32.09	33.69	35.40	37.17	39.05	41.03	43.08

Partial Payment-Partial VEBA Contributions
As indicated in section 21.3 above, the biweekly payments are calculated as follows:

For employees waiving all option amounts:

WAIVED MEDICAL	Premium	Employer	Employee	VEBA (70%)	Cash (30%)
Employee Only	$ -	$ 784.13	$ (784.13)	$ 548.89	$ 235.24

For all other employees, the calculations are as follows:

Medical Plan Options - United Health Care (UHC)

$1000 Deductible	Premium	Employer	Employee	VEBA (70%)	Cash (30%)
Employee Only	$ 382.34	$ 784.13	$ (401.79)	$ 281.25	**$ 120.54**
Employee & Spouse	$ 802.91	$ 784.13	$ 18.78	n/a	n/a
Employee & Child(ren)	$ 688.21	$ 784.13	$ (95.93)	$ 67.15	$ 28.78
Employee & Family	$ 1,147.01	$ 784.13	$ 362.88	n/a	n/a

$2000 Deductible	Premium	Employer	Employee	VEBA (70%)	Cash (30%)
Employee Only	$ 322.71	$ 784.13	$ (461.42)	$ 322.99	$ 138.43
Employee & Spouse	$ 677.67	$ 784.13	$ (106.46)	$ 74.52	$ 31.94
Employee & Child(ren)	$ 580.88	$ 784.13	$ (203.25)	$ 142.28	$ 60.98
Employee & Family	$ 968.12	$ 784.13	$ 183.98	n/a	n/a

$3500 Deductible	Premium	Employer	Employee	VEBA (70%)	Cash (30%)
Employee Only	$ 273.66	$ 784.13	$ (510.47)	$ 357.33	$ 153.14
Employee & Spouse	$ 574.70	$ 784.13	$ (209.43)	$ 146.60	$ 62.83
Employee & Child(ren)	$ 492.59	$ 784.13	$ (291.54)	$ 204.08	$ 87.46
Employee & Family	$ 820.98	$ 784.13	$ 36.85	n/a	n/a

$3500 HDHP Qualified Plan	Premium	Employer	Employee	VEBA (70%)	Cash (30%)
Employee Only	$ 343.00	$ 784.13	$ (441.13)	$ 308.78	$ 132.34
Employee & Spouse	$ 720.28	$ 784.13	$ (63.85)	$ 44.70	$ 19.16
Employee & Child(ren)	$ 617.39	$ 784.13	$ (166.74)	$ 116.72	$ 50.02
Employee & Family	$ 1,028.97	$ 784.13	$ 244.84	n/a	n/a

Dental Plan Options

UHC $2000 Max. Ben.	Premium	Employer	Employee	VEBA (70%)	Cash (30%)
Employee Only	$ 25.61	$ 46.13	$ (20.52)	$ 14.36	$ 6.16
Employee & Spouse	$ 51.22	$ 46.13	$ 5.09	n/a	n/a
Employee & Child(ren)	$ 58.34	$ 46.13	$ 12.21	n/a	n/a
Employee & Family	$ 88.31	$ 46.13	$ 42.18	$ (29.53)	$ (12.65)

UHC $1000 Max. Ben.	Premium	Employer	Employee	VEBA (70%)	Cash (30%)
Employee Only	$ 16.69	$ 46.13	$ (29.44)	$ 20.61	$ 8.83
Employee & Spouse	$ 33.37	$ 46.13	$ (12.76)	$ 8.93	$ 3.83
Employee & Child(ren)	$ 38.73	$ 46.13	$ (7.41)	$ 5.19	$ 2.22
Employee & Family	$ 58.35	$ 46.13	$ 12.22	n/a	n/a

Willamette Dental	Premium	Employer	Employee	VEBA (70%)	Cash (30%)
Composite Rate	$69.45	$ 46.13	$ 23.32	n/a	n/a

Note: there may be rounding differences depending on plan selection between this rate sheet, and your payroll deduction.
Please contact Franklin County Human Resources for any non-rounding discrepancies.

Franklin County Benefits 2023
Bi-Monthly Rate Sheet
Effective 1/1/2023 Updated 4/1/2023
Sheriff's Support

Vision Plan

Vision Service Plan	Premium	Employer	Employee	VEBA
Composite Rate (for all "tiers")	$ 10.00	$ 10.00	$ -	n/a

Life & AD&D Insurance - Lincoln Financial Group
$30,000 policy — Employer Paid Benefit $ 2.28

Employee Assistance Program - Lincoln Financial Group
ComPsych — Employer Paid Benefit

Voluntary (employee paid) Life & AD&D - Lincoln Financial Group
See summary for rate information
Various amounts for employee, spouse and dependent children

Long Term Disability - Lincoln Financial Group
CORE PLAN — Employer Paid Benefit $ 2.50
40% of basic monthly earnings up to $4,000 - see benefit summary
BUY UP PLAN — Employee Paid Benefit: based on annual income
60% of basic monthly earnings up to $6,000

Voluntary (employee paid) Short Term Disability - Lincoln Financial Group
60% of weekly earnings - see policy summary
Rates vary by age - see policy summary

$ 845.04

IN WITNESS WHEREOF, the parties have caused this MOA to be signed by their representative on the _____ day of _____, 2023.

FOR THE COUNTY:

Board of County Commissioners

_____
Chair

_____
Chair Pro Tem

_____
Member

Franklin County Sheriff's Office

_____
Jim Raymond, Sheriff

APPROVED AS TO FORM:

_____
Prosecuting Attorney's Office

FOR THE GUILD:

_____
Tracey Boise, President

_____
Jim David, Guild Attorney