

Benefits / Employer Contributions

November 3, 2021

10:35 a.m.

Present: Commissioner Pollock, Commissioner Swope, County Manager Erik Martin, Megan Eastman, Steve Wohld, Becky Butler, Austin Majors, Michelle Sauter

Recorder: Rieva Lester

Megan Eastman said PEBB insurance costs are increasing 3 percent to 4 percent for 2022.

Megan and Steve Wohld asked the commissioners to consider four options (below) regarding the county's contribution toward non-represented employees' 2022 medical costs:

Option 1) Proposed increase of medical contribution is up to \$50 per employee.

Example: If an employee increase is \$40, the contribution would increase \$40. If the employee portion increase is \$60, the employer contribution would be \$50.

Option 2) Proposed increase of medical contribution is up to \$25 per employee.

Option 3) Proposed increase is full amount of change in rate.

Option 4) Propose no increased contribution from employer to employee.

The four options essentially would do the following:

1. Increase employer contributions by **up to** \$50 per employee.
2. Increase employer contributions by **up to** \$25 per employee.
3. Increase employer contributions to cover the full amount of the increase in insurance costs.
4. Leave the employer contributions unchanged.

Commissioner Swope made a motion to increase employer contributions toward non-represented employees' medical costs by up to \$50 per non-represented employee for 2022, as outlined in option 1.

Commissioner Pollock seconded.

Motion passed 2-0.

At 10:40 a.m., Commissioner Pollock announced that the board was recessing its meeting for 10 minutes, until 10:50 a.m.

At 10:50 a.m., the board extended its recess five minutes, until 10:55 a.m.

At 10:55 a.m., the board extended its recess five minutes, until 11 a.m.

At 11 a.m., the board extended its recess five minutes, until 11:05 a.m.

At 11 a.m., the board extended its recess two minutes, until 11:07 a.m.

At 11 a.m., the board extended its recess five minutes, until 11:12 a.m.

Recess ended at 11:12 a.m. The commissioners resumed the meeting at 11:12 a.m.

Commissioner Swope made a motion to authorize HR to negotiate with unions for amounts totaling up to the amounts discussed during closed session labor negotiation discussions, which were held as allowed under RCW 42.30.140(4).

Commissioner Pollock seconded.

Motion passed 2-0.

Meeting adjourned at 11:13 a.m.