

SETTLEMENT AGREEMENT
EXTENDING COLLECTIVE BARGAINING AGREEMENT
BETWEEN
WHATCOM COUNTY, WA
AND
PROFESSIONAL & TECHNICAL EMPLOYEES 17 (PTE 17)

This Settlement Agreement is by and between Whatcom County (hereafter called the County) and Professional & Technical Employees 17, (hereafter called the Union) regarding the Professional & Technical Employees 17 (PTE 17) May 20, 2008 – December 31, 2012 Collective Bargaining Agreement.

The purpose of this Settlement Agreement is to modify and extend the May 20, 2008 – December 31, 2012 Collective Bargaining Agreement in its entirety, except as modified below.

1. **Section 23.2.** For the Plan Years 2013 and 2014, the County shall fund a Cap Medical plan up to \$1,039.50 per month for each eligible employee.
 - **Medical Plan Alternatives.** In addition to provisions of sections 23.1 and 23.2 a & b, the parties have agreed to the following:
 1. **Contributory Cap Plan.** For 2013, employees may retain a lower deductible plan of \$500 per individual with a maximum deductible of up to \$1,500 for families through the payment of a monthly premium. The premium will be in the amount of \$100.44 for 2013 coverage via payroll deduction.
 - a. **2014 Coverage.** Should the County's Benefit Consultant's Renewal Projection for 2014 be more than \$1,139.50 (\$1,039.50 County contribution plus \$100.44 employee contribution), modifications to the plan will be made per section 23.2b – Medical Schedule of Benefits. Any amount required to fund the Contributory Cap Plan for 2014 above the County's contribution of \$1,039.50 per month will be paid by employees through payroll deduction.
 2. **Cap 2000 Plan – Non-Qualified High Deductible 2013.** For 2013 only, employees may elect a non-qualified high deductible plan with \$2,000 deductible per individual; with a maximum deductible of up to \$6,000 for families. Out-of-pocket maximum (which does not include co-pays and other items not applied to the out-of-pocket maximum) will be \$4,000 for individuals with a maximum of up to \$12,000 for families. There will be no monthly premium paid by employees.
 - a. **Non-Qualified High Deductible 2014.** The County anticipates the continuation of an employee Non-Qualified High Deductible option as would be constituted/revised following the application of section 23.2b (Medical Schedule of Benefits) with no payroll deductions.
 3. **Health Savings Account in conjunction with Cap Plan (QHDHP).** Employees participating in the default Cap Plan which will be recognized as a Qualified High Deductible Health Plan (QHDHP) may be enrolled in a Health Savings Account (HSA) if otherwise qualified to have such an account. The County will contribute one-time seed money in 2013 to a voluntary HSA, a total of \$1,250 per employee if signing up as an employee only **OR** \$2,500 per employee if also

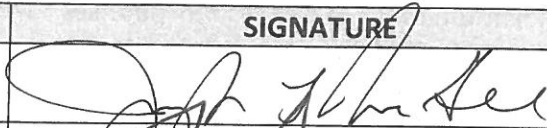

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signing up to cover dependents. Fifty percent (50%) will be contributed in the month following adoption of this Agreement with the remainder contributed in equal monthly installments throughout the remaining months in 2013.

- a. **Employees who do not elect to participate in the Cap – QHDHP** in 2013 can elect to participate in the Cap – QHDHP offered in 2014 and will receive the same one-time seed money as outlined above.
 - b. **Part-time Employees.** Health Savings Account contributions for part-time employees will be pro-rated based on currently assigned, but not more than their budgeted FTE.
 - c. **New Hires.** Employees hired between January 1, 2013 and December 31, 2014 and participating in the default Cap Plan (QHDHP), may receive a County contribution of one-time seed money in 2013 **OR** 2014 to a voluntary HSA, a total of up to \$1,000 for an employee signing up as an employee only **OR** up to \$2,000 for an employee if also signing up to cover dependents. Fifty percent (50%) will be contributed the first paycheck they are eligible for medical benefits and enrolled in the HSA with either \$45.45 (employee only) **OR** \$90.91 (employee plus dependents) contributed by the County throughout the remaining months in 2013 **OR** 2014.
 - d. **Employee HSA Contributions.** Employees participating in the Health Savings Account are also eligible to contribute to their Whatcom County Health Savings Account (HSA) through payroll deduction.
4. It is further agreed that in the event any other employees in the County, represented or unrepresented, excluding binding interest arbitration groups, should achieve a settlement of CAP medical issues affording employees a "different deal on medical" the County shall advise the Union of such settlement and afford the Union an opportunity to bargain regarding the difference between the medical settlements.

2. **Article 25 – Duration.** The May 20, 2008 – December 31, 2012 Collective Bargaining Agreement between Whatcom County and Professional & Technical Employees 17 is extended through December 31, 2014.

3. **Effective Date.** This Settlement Agreement is effective upon the date it is approved by the County Council.

NAME	SIGNATURE	DATE
Professional & Technical Employees 17 (PTE 17)		4/4/13
Jack Louws County Executive		5/8/13

Date Council Approved: 05.07.2013

Approved as to Form:

Daniel L. Gibson
Daniel L. Gibson, Assistant Chief Civil Deputy Prosecuting Attorney

04/11/13
Date