

**JEFFERSON COUNTY  
BOARD OF COUNTY COMMISSIONERS**

**AGENDA REQUEST**

**TO:** Board of County Commissioners  
Philip Morley, County Administrator

**FROM:** Erin Lundgren, Clerk of the Board

**DATE:** April 21, 2014

**SUBJECT:** LETTER OF AGREEMENT re: Medical Benefits for the Jefferson  
County Sheriff's Office Uniformed Support Services Employees;  
Fraternal Order of Police (FOP) Bargaining Unit

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**STATEMENT OF ISSUE:**

In August 2013, the Jefferson County Sheriff's Office Uniformed Support Services employees voted to change union representation from the Teamsters Local Union #589 to the Fraternal Order of Police (FOP). As a result of this change, the premium payment for medical benefits must now be sent to the insurance broker for the FOP, rather than to the Washington Teamsters Welfare Trust which previously provided medical benefits under the Teamsters Collective Bargaining Agreement.

**FISCAL IMPACT:**

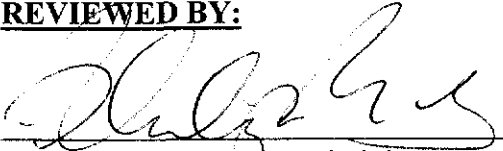
The County is currently negotiating a new Collective Bargaining Agreement with the FOP. Until new provisions are agreed to with regard to medical benefit payments, the County's contribution is set at \$1,019.89 per month per employee, which is the amount currently paid to Fully Commissioned Deputies and Command Staff in other Teamsters bargaining units employed by the Sheriff.

The individual employee deduction may increase or decrease depending upon the composition of FOP bargaining unit employees and families.

**RECOMMENDATION:**

Approve and sign the Letter of Agreement to the Uniformed Support Services FOP Bargaining Unit Chair.

**REVIEWED BY:**

  
Philip Morley, County Administrator

4/14/14  
Date



1820 Jefferson Street  
PO Box 1220  
Port Townsend, WA 98368

Phil Johnson, District 1   David W. Sullivan, District 2   John Austin, District 3

April 14, 2014

Trevor Hansen, Bargaining Unit Chairman  
c/o Jefferson County Sheriff's Office  
81 Elkins Road  
Port Hadlock, WA 98339

Re: LETTER OF AGREEMENT; Jefferson County – FOP Corrections: Employee Deductions/Medical Payments

Dear Mr. Hansen:

On August 29, 2013 the County and the FOP agreed to the continuation of medical benefits. This letter of agreement updates the amounts of employee deductions and the County's contribution as follows:

Current Employee Deduction: \$161.80

Current County Contribution: \$1,019.89

The employee amount plus County amount results in a total of \$1,181.69 per employee per month to be delivered in a single check to:

Erven Bong and Associates, LLC  
51 West Dayton, Suite #303  
Edmonds, WA 98020


It is agreed that the individual employee deduction may increase or decrease depending upon the composition of bargaining unit employees and families.


Please sign below indicating the foregoing is the agreement of the FOP regarding the continuation of medical benefits for bargaining unit employees and that Article 23, 24, 25, and 26 of the expired Teamster Labor Agreement shall be void as of August 1, 2013.

Sincerely,

John Austin, Chairman  
Jefferson County Board of Commissioners

On behalf of the Jefferson County Uniformed Support Services FOP Bargaining Unit the above modification to existing conditions is agreed.

By:  Date: 4-14-14  
Trevor Hansen, Bargaining Unit Chair

Approved as to form only  
4/16/14  
  
David Alvarez, Chief Civil DPA