

- 0012 Mayor Pro-Tempore Greg Marcil called the Special Meeting to order at 4:00 p.m., with the following councilmembers present: Khembar Yund, Jack Reilly, Earl Queen and Mike Mask. Also present: City Attorney Tom O'Neill, Public Works Director David Vorse, Clerk-Treasurer Ryana Covington, Police Chief Bob Heuer and Sergeant Scott Neves.

Purpose of the Special Meeting: to discuss the medical insurance benefits outlined in the Public Works Collective Bargaining contract, described as 'AWC Plan' and to compare those benefits to the 'AWC Plan' outlined in the newly approved clerical and police collective bargaining contracts.

- 0050 Councilmember Yund explained that during union contract negotiations, the city obtained approval to change insurance carriers, with the condition that the new benefit package would be either the same, or better than the coverage already available through the Teamsters Employers Trust package.

The public works contract specified approval to change from the Teamsters Employers Trust package to the Association of Washington Cities benefit plan identified as AWC HealthFirst, Dental Plan F, Ortho Option II, Vision (VSP) with \$25 deductible, and \$50,000 basic life insurance.

When the city later entered into negotiations with the clerical and police bargaining units, it was discovered that the Association of Washington Cities benefit plans identified as AWC HealthFirst, Dental Plan F, Ortho Option IV, Vision (VSP) with \$0 deductible, and \$50,000 basic life insurance more closely matched the city's intent. As a result, these were the plans included in those bargaining contracts.

Yund stated Public Works was the first to ratify their contract and the discrepancy in benefits was not discovered until the clerical and police contracts were being negotiated. He asked that council consider amending the Public Works bargaining contract to make the benefit package consistent with the other two bargaining units; which was the city's original intent during negotiations.

Covington noted that the Public Works benefit plan also does not include provisions for short term disability. This coverage had previously been provided under the Teamster Employer Trust Plan. This oversight was also discovered during the clerical and police contract negotiations.

- 0344 In answer to Councilmember Mask's question, Covington stated that short term disability coverage is not available through the Association of Washington Cities plan and the city has contacted local insurance agent, Wayne Lunday to provide

that coverage. Mr. Lunday has estimated that coverage for seventeen employees would be approximately \$300 per month.

0424 Councilmember Mask made a motion, seconded by Queen to bring the Public Works employees up to the same benefit package as approved for the police and clerical employees. By roll call vote, unanimous 'Aye'.

0523 Meeting adjourned at 4:15 p.m.

Mayor Pro-Tempore

Clerk-Treasurer