



King County

Dow Constantine

King County Executive

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December 21, 2020

The Honorable Claudia Balducci
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Balducci:

This letter transmits a proposed ordinance that would, if enacted, ratify four negotiated Joint Labor Management Insurance Committee (JLMIC) memoranda of agreement. The agreements cover JLMIC-eligible represented employees and non-represented employees as identified by the County, for the contractual period of January 1, 2021, through December 31, 2022.

The negotiated agreements were reached pursuant to good faith negotiations between King County and the JLMIC Unions. Adoption of this proposed ordinance will enable King County to continue to provide fully insured and self-insured medical, dental, vision, disability, accidental death and dismemberment, and life insurance programs to JLMIC eligible employees. In addition, the agreements will provide for three months of COBRA medical payments for employees laid off during the term of the agreement and earmarks \$9,000,000 from the protected fund reserve for reimbursement of childcare expenses during the 2020-2021 school year.

There are three notable changes to the 2021-2022 JLMIC benefits agreement. The first change sets the County's benefits funding rate for 2021 at \$1,372 per employee per month, which is ten percent lower than the 2020 funding rate of \$1,524; the funding rate for 2022 returns to the \$1,524 rate paid in 2020. The second change allows the use of protected fund reserve money to fund the provision of COBRA benefits and childcare expense reimbursements described above. The third change provides for the parties to add additional medical and/or dental plans during the term of the agreement.

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Adoption of this proposed ordinance, which will ratify the negotiated agreements, advances the King County Strategic Plan's goals of achieving economic sustainability with respect to labor costs, and its additional goals of recruiting, retaining, and developing quality employees through the provision of a competitive employee medical benefit package.

The funding for these agreements is included in the 2021-2022 adopted King County budget. A complete breakdown of the costs associated with these agreements are in the accompanying fiscal note, which has been reviewed by the Office of Performance, Strategy, and Budget.

Thank you for your consideration of this proposed ordinance. This important legislation keeps King County's fiscal stewardship commitment to the public by managing its costs in a sustainable and predictable manner.

If your staff have questions, please contact Megan Pedersen, Director, Office of Labor Relations, at 206-263-2898.

Sincerely,



for

Dow Constantine
King County Executive

Enclosure

cc: King County Councilmembers
 ATTN: Carolyn Busch, Chief of Staff
 Melani Pedroza, Clerk of the Council
Shannon Braddock, Deputy Chief of Staff, Office of the Executive
Karan Gill, Director, Council Relations, Office of the Executive
Dwight Dively, Director, Office of Performance, Strategy and Budget
Megan Pedersen, Director, Office of Labor Relations