

LETTER OF AGREEMENT

BETWEEN

WHITMAN COUNTY

AND

TEAMSTERS, LOCAL 690 – COURTHOUSE, ROADS AND SOLID WASTE BARGAINING UNITS

The parties, in order to provide employees with spouses or domestic partners working at Whitman County the opportunity to pool their Employer provided health and welfare insurance contributions, have entered in to the following agreement:

AGREEMENT

Effective January 1, 2011, the Board of County Commissioners agrees to allow employees who are members of the Courthouse, Roads or Solid Waste Bargaining units, and whose spouses or domestic partners are also employed by Whitman County in one of these units or as a non-represented employee, to pool their Employer provided health and welfare insurance contributions, provided that one of the otherwise eligible employees elects to cover his/her spouse or domestic partner as a dependent on his/her Washington Counties Insurance Fund (WCIF) medical insurance plan. However, each spouse or domestic partner must maintain separate dental, vision and life insurance coverage through WCIF.

If an employee and his/her spouse or domestic partner elect the medical insurance coverage option set forth above they will both receive the full value of their combined contractual or allowed Employer's contributions, less the dollar amount required to provide the spouse or domestic partner electing to be covered as a dependent with dental, vision and life insurance. The resulting dollar value may then be pooled to cover the couple's required medical insurance premium. Those Employer contributions, if any, not needed to cover the elected and mandatory health and welfare coverage(s) may be used to offset the cost of other dependent coverage(s) or placed in a designated VEBA account.

It is further agreed and acknowledged, by both parties, that spouses or domestic partners covered as dependents may be ineligible for Long Term Disability coverage, Short Term Disability coverage and/or retirement medical coverage through the WCIF program.

This Letter of Agreement shall be effective on January 1, 2011. Either party may withdraw from this agreement with no less than thirty (30) days written notice prior to Whitman County's open enrollment period and shall become effective January 1st of the following year. All other provisions of the current Collective Bargaining Agreement are and shall remain in full force and effect.

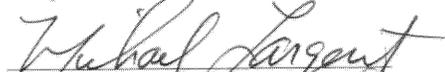
**Whitman County Board of County
Commissioners**

Teamsters, Local 690

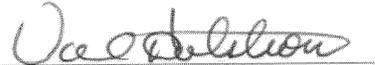


Greg Partch, Commissioner





Michael Largent, Commissioner





Patrick J. O'Neill, Commissioner

Date 11-1-2010

Date 11-15-10