

COMMISSIONERS RECORD 53
FRANKLIN COUNTY
Commissioners' Proceedings for March 11, 2015

This document is a summarized version of the Board of Commissioners proceedings. The minutes are paraphrased, not verbatim. Access to an electronic audio recording of the meeting is available upon request.

The Honorable Board of Franklin County Commissioners met on the above date. Present for the meeting were Brad Peck, Chairman; Rick Miller, Chair Pro Tem; and Robert E. Koch, Member; Jerrod MacPherson, Interim County Administrator; and Mary Withers, Clerk to the Board. Meeting convened at 9:00 am with the Pledge of Allegiance.

LOBBYIST

Legislative Liaison Jim Potts talked with the Board by speaker phone to give a legislative update. Present in audience: Matt Mahoney, Craig Erdman, Chris Jasper, James Crooker, Tri-City Herald Reporter Geoff Folsom, Sheriff Jim Raymond, Superior Court Administrator Pat Austin, Judge Bob Swisher and Jim Bell.

PUBLIC WORKS (9:14 am)

Public Works Director Matt Mahoney met with the Board. Present in audience: Craig Erdman, Chris Jasper, James Crooker, Tri-City Herald Reporter Geoff Folsom, Sheriff Jim Raymond, Superior Court Administrator Pat Austin, Superior Court Judge Bob Swisher and Jim Bell.

Mr. Mahoney reviewed his agenda items for the Board.

Public Hearing: Telecommunication Franchise Agreement between Franklin County and Fatbeam, LLC

Public Hearing convened at 9:15 am. Present: Commissioners Peck, Miller and Koch; Interim County Administrator Jerrod MacPherson; Public Works Director Matt Mahoney; and Clerk to the Board Mary Withers. Present in audience: Craig Erdman, Chris Jasper, James Crooker, Tri-City Herald Reporter Geoff Folsom, Sheriff Jim Raymond, Superior Court Administrator Pat Austin, Superior Court Judge Bob Swisher and Jim Bell.

Mr. Peck asked if anyone would like to speak in opposition. There was no response.

Mr. Peck asked if anyone would like to speak in favor. There was no response.

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Motion – Mr. Koch: I move to enter into a Telecommunication System Franchise Agreement between Franklin County and Fatbeam LLC. Second by Mr. Miller. 3:0 vote in favor.

Resolution 2015-111 was approved.

Public Hearing: Telecommunication Franchise Agreement between Franklin County and Zayo Group

Mr. Mahoney reviewed the proposal for the Board.

Public Hearing convened at 9:19 am. Present: Commissioners Peck, Miller and Koch; Interim County Administrator Jerrod MacPherson; Public Works Director Matt Mahoney; and Clerk to the Board Mary Withers. Present in audience: Craig Erdman, Chris Jasper, James Crooker, Tri-City Herald Reporter Geoff Folsom, Sheriff Jim Raymond, Superior Court Administrator Pat Austin, Superior Court Judge Bob Swisher and Jim Bell.

Mr. Peck asked if anyone would like to speak in opposition. There was no response.

Mr. Peck asked if anyone would like to speak in favor. There was no response.

Motion – Mr. Koch: I move to enter into a telecommunication system franchise agreement between Franklin County and Zayo Group. Second by Mr. Miller. 3:0 vote in favor. Resolution 2015-112 was approved.

Purchase of large format multi-function printer (9:22 am)

Motion – Mr. Koch: Mr. Chairman, I move for approval of authorizing the Public Works Director to purchase a new multi-function printer for Public Works. Second by Mr. Miller. 3:0 vote in favor. Resolution 2015-113 was approved.

Initiating CRP 612 – Franklin County Safety – Roadside Improvement and Local Agency Agreement with WSDOT for preliminary engineering (9:23 am)

Motion – Mr. Koch: I move for initiating a County Road Project designated as CRP 612 Franklin County Safety – Roadside Improvement. Second by Mr. Miller. 3:0 vote in favor. Resolution 2015-114 was approved.

Motion – Mr. Koch: I move for approval of CRP 612/Franklin County Safety – Roadside Improvement Local Agency Federal Aid Project Prospectus and Local Agency Agreement between Franklin County and Washington State Department of Transportation. Second by Mr. Miller. 3:0 vote in favor. Resolution 2015-115 was approved.

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OFFICE BUSINESS (9:27 am)

Present in audience: Craig Erdman, Tri-City Herald Reporter Geoff Folsom, Sheriff Jim Raymond, Superior Court Administrator Pat Austin, Superior Court Judge Bob Swisher, Jim Bell and Matt Mahoney.

Vouchers

Motion – Mr. Miller: Mr. Chairman, I move for approval of vouchers for fund expenditures as listed in the total amount of \$318,511.24. Second by Mr. Koch. 3:0 vote in favor. (Exhibit 1)

<u>Fund Expenditures</u>	<u>Warrants</u>		<u>Amount Issued</u>
TRAC Operations Fund	110666	110681	17,072.47
Current Expense	110682	110734	22,407.89
Ending Homelessness Fund	110735	110739	9,943.50
Affordable Housing Fund	110740	***	6,237.96
Current Expense	110741	110767	58,094.93
Crime Victims/Witness Assist	110768	110769	342.78
Current Expense	110770	110791	62,398.66
Jail Commissary	110792	***	72.00
Enhanced 911	110793	110794	106,321.47
.3% Criminal Justice Const Fnd	110795	110796	7,094.94
FC RV Facility	110810	110813	3,050.50
County Roads	110814	110831	9,072.75
Solid Waste	110832	110833	626.97
Motor Vehicle/Public Works	110834	110854	15,774.42
			<u><u>\$318,511.24</u></u>

Consent Agenda (9:29 am)

Motion – Mr. Miller: I move that we approve consent agenda 1 through 6. Second by Mr. Koch. 3:0 vote in favor.

1. Approval of Certification by Local Official of PHA Plans Consistency with the Consolidated Plan as requested by the Housing Authority of the City of Pasco & Franklin County (Exhibit 2)
2. Approval of Resolution 2015-116, Food Service Contract Amendment #10 between Benton-Franklin Counties Juvenile Justice Center and ARAMARK Correctional Services, LLC
3. Approval of Resolution 2015-117, DSHS Agreement Number 1363-85232, Amendment No. 05, between Department of Social and Health Services, Division of Behavioral Health and Recovery, and Benton and Franklin Counties Department of Human Services

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4. Approval of Resolution 2015-118, Interlocal Cooperative Agreement between Franklin County and Franklin County Noxious Weed Control Board for general equipment and/or services through Department of Public Works
5. Approval of Resolution 2015-119, approval by the Board of County Commissioners of TRAC as the site for the Washington State Department of Natural Resources (DNR) public auctions
6. Approval of Franklin County Commissioner Proceedings for February 25 and March 4, 2015

COUNTY ADMINISTRATOR (9:34 am)

Interim County Administrator Jerrod MacPherson met with the Board. Present in audience: Jim Raymond, Pat Austin, Bob Swisher, Geoff Folsom and Tim Dickerson.

Follow up discussion regarding emergency repair for failing dehumidifier at TRAC Center ice rink

The Board reviewed information about costs and the need for replacing the dehumidifier at the TRAC Center ice rink and asked for more information prior to making a decision.

Executive Session at 9:50 am pursuant to RCW 42.30.110(1)(b), real estate acquisition or site selection, expected to last up to 15 minutes. Mr. Raymond, Ms. Austin, Mr. Swisher and Mr. Folsom left the audience. Deputy Prosecutor Tim Dickerson remained in the audience. Prosecutor Shawn Sant joined the audience at 10:01 am.

Open Session at 10:07 am.

Executive Session continued at 10:07 am expected to last 10 minutes.

Open Session at 10:21 am.

Present in audience: Shawn Sant and Tim Dickerson.

Recessed at 10:21 am.

Reconvened at 10:28 am.

Prosecutor Shawn Sant and Deputy Prosecutor Tim Dickerson met with the Board.

Present in audience: Carlee Nave.

Executive Session at 10:29 am pursuant to RCW 42.30.110(1)(i) to discuss with legal counsel litigation or potential litigation, estimated to last up to 15 minutes, reserving the right to come out early. Ms. Nave left the audience.

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Open Session at 10:41 am. Mr. Sant and Mr. Dickerson left the audience.

Human Resources Director Carlee Nave met with the Board.

Executive Session at 10:42 am pursuant to RCW 42.30.110(1)(g), to evaluate qualifications of applicant for employment or review performance of public employee expected to last up to 20 minutes, reserving the right to come out early.

Open Session at 11:01 am.

HUMAN RESOURCES (HR) (11:01 am)

Senior Deputy Prosecutor Janet Taylor, Carlee Nave, Pat Austin and Judge Bob Swisher met with the Board.

Executive Session at 11:02 am pursuant to RCW 42.30.140(4), contract negotiations, expected to last up to 20 minutes, reserving the right to come out early.

Open Session at 11:24 am.

Executive Session continued at 11:24 for up to 30 minutes, reserving the right to come out in 15 minutes or sooner.

Open Session at 11:56 am. Judge Swisher and Ms. Austin left the meeting.

Executive Session at 11:58 am pursuant to RCW 42.30.140(4) regarding labor – contract negotiations, expected to last up to five minutes, reserving the right to come out early.

Open Session at 12:01 pm.

Motion – Mr. Miller: Mr. Chairman, I move to ratify the mediated tentative agreement between AFSCME Local 2658-F (Appraisers) and Franklin County as summarized in the three-page document provided today, with changes to the insurance contribution rate to be effective April 1, 2015. Second by Mr. Koch. 3:0 vote in favor. (Exhibit 3)

The completed collective bargaining agreement will be prepared for a consent agenda.

Recessed at 12:03 pm.

Reconvened at 12:08 pm.

Liberty Mutual Marketing Agreement, United Way, and other similar products and programs
(12:02 pm)

After extensive discussion, the Board decided to not allow marketing and/or promotions by companies to employees during work time. The Human Resources Department was instructed to find out if the Information Services Department has any concerns about posting

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summation and contact information but no images from the companies on the intranet web site that can be reviewed by employees.

OTHER BUSINESS

Groundwater Management Area (GWMA)

Mr. Miller gave an update on the completion of GWMA projects.

ADJOURNMENT

Motion - Mr. Koch: I move for adjournment. Second by Mr. Miller. 3:0 vote in favor.

Adjourned at 12:32 pm.


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There being no further business, the Franklin County Board of Commissioners meeting was adjourned until March 18, 2015.

BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON



Chairman



Chairman Pro Tem



Member

Attest:



Clerk to the Board

Approved and signed March 25, 2015.



FRANKLIN COUNTY AUDITOR

Matt Beaton, Auditor

3/11/2015

Franklin County Commissioners:

Vouchers audited and certified by the auditing officer by RCW 42.24.080, expense reimbursement claims.

Action: As of this date, 3/11/2015

Move that the following warrants be approved for payment:

certified by RCW 42.24.090, have been recorded on a listing, which has been sent to the board members.

<u>FUND Expenditures</u>	<u>WARRANTS</u>		<u>AMOUNT ISSUED</u>
TRAC Operations Fund	110666	110681	17,072.47
Current Expense	110682	110734	22,407.89
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.3% Criminal Justice Const Fnd	110795	110796	7,094.94
FC RV Facility	110810	110813	3,050.50
County Roads	110814	110831	9,072.75
Solid Waste	110832	110833	626.97
Motor Vehicle/Public Works	110834	110854	15,774.42

In the amount of
The motion was seconded by

\$318,511.24

And passed by a vote of 3 to 0

Reviewed by County Administrator

The attached vouchers have been approved by Auditor or Deputy

Vouchers Audited By : Margaret Mathia



EXHIBIT 2

March 11, 2015

HOUSING AUTHORITY OF THE CITY OF PASCO & FRANKLIN CO.

2505 W. LEWIS STREET • PASCO, WASHINGTON 99301 • (509) 547-3581
WASHINGTON RELAY SERVICE: 7-1-1 OR 1-800-833-6384 • FAX: (509) 547-4997
info@hacpfc.org



RECEIVED

FEB 27 2015

Franklin County Commissioners

Board of Commissioners:

Jeremy Bishop
Dori Clark
Linda Dukelow
Greg Garcia
Isabell Quintanilla

February 25, 2015


Brad Peck, Chair
Franklin County Commissioners
1016 N. 4th Avenue
Pasco, WA 99301

Dear Mr. Peck:

Enclosed is a copy of our Proposed PHA Plan for FY2016. The Plan will be available for public review through March 23, 2015, and is expected to be adopted after a public hearing scheduled for March 26, 2015.

Please review our Plan for Consistency with the Consolidated Plan and sign and return the enclosed acknowledgment by Thursday, March 19, 2015.

Sincerely,



F.J. Anderson, PHM
Executive Director

Applicants & participants who feel they have a language barrier have the right to receive competent oral interpretation of written materials free of cost.

Applicantes y participantes que sienten tener una barrera de lenguaje tienen el derecho de recibir interpretación oral competente de materiales escritos, gratis.

If you or anyone in your family is a person with disabilities and you require a specific accommodation in order to fully utilize our programs and services, please contact us.

HACPFC's office is accessible to persons with disabilities.

Si usted o cualquier persona en su familia es una persona con inhabilidades y usted requiere un comodidad específica para utilizar completamente nuestro programas y servicios, por favor póngase en contacto con nosotros.

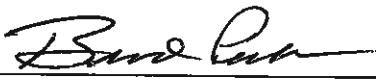
La oficina de HACPFC es accesible a las personas con inhabilidades.

**Certification by State or Local
Official of PHA Plans Consistency
with the Consolidated Plan**

**U.S. Department of Housing and Urban Development
Office of Public and Indian Housing
Expires 4/30/2011**

**Certification by State or Local Official of PHA Plans Consistency with the
Consolidated Plan**

I, Brad Peck the Chair, Franklin County Commissioners certify that the Five Year and Annual PHA Plan of the Housing Authority of the City of Pasco & Franklin County is consistent with the Consolidated Plan of Franklin County, Washington prepared pursuant to 24 CFR Part 91.



Signed / Dated by Appropriate State or Local Official

PHA 5-Year and Annual Plan	U.S. Department of Housing and Urban Development Office of Public and Indian Housing	OMB No. 2577-0226 Expires 4/30/2011
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1.0	PHA Information PHA Name: <u>Housing Authority of the City of Pasco & Franklin County (HACPFC)</u> PHA Code: <u>WA021</u> PHA Type: <input type="checkbox"/> Small <input checked="" type="checkbox"/> High Performing <input type="checkbox"/> Standard <input type="checkbox"/> HCV (Section 8) PHA Fiscal Year Beginning: (MM/YYYY): <u>07/2015</u>				
2.0	Inventory (based on ACC units at time of FY beginning in 1.0 above) Number of PH units: <u>280</u> Number of HCV units: <u>318</u>				
3.0	Submission Type <input checked="" type="checkbox"/> 5-Year and Annual Plan <input type="checkbox"/> Annual Plan Only <input type="checkbox"/> 5-Year Plan Only				
4.0	PHA Consortia <input type="checkbox"/> PHA Consortia: (Check box if submitting a joint Plan and complete table below.)				
	Participating PHAs	PHA Code	Program(s) Included in the Consortia	Programs Not in the Consortia	No. of Units in Each Program PH HCV
	PHA 1:				
	PHA 2:				
	PHA 3:				
5.0	5-Year Plan. Complete items 5.1 and 5.2 only at 5-Year Plan update.				
5.1	Mission. State the PHA's Mission for serving the needs of low-income, very low-income, and extremely low-income families in the PHA's jurisdiction for the next five years:				
	The mission of the Housing Authority of the City of Pasco & Franklin County is to provide safe, sanitary and affordable housing and housing assistance; serving the needs of the low-income, very low-income, and extremely low-income in the PHA's jurisdiction in a non-discriminatory manner.				

5.2

Goals and Objectives. Identify the PHA's quantifiable goals and objectives that will enable the PHA to serve the needs of low-income and very low-income, and extremely low-income families for the next five years. Include a report on the progress the PHA has made in meeting the goals and objectives described in the previous 5-Year Plan. (See 10.0)

The Housing Authority of the City of Pasco & Franklin County adopted the following two goals and objectives for 2011-2015.

HACPFC Goal One: Tri Cities Consolidated Plan Goal IV: Improve affordable housing opportunities for lower-income individuals and households by: (Strategy 1) adding to existing stock of affordable units by developing owner-occupied and rental housing in in-fill areas or targeted neighborhoods; and, (Strategy 2) sustain or improve the quality of existing affordable housing stock.

HACPFC Objectives for Goal One:

1. HACPFC continues to look for opportunities to develop more units by providing statistics and support to other non-profits seeking development opportunities by participation in the Benton Franklin Housing Institute and the Homeless Housing Consortium - Continuum of Care Network and by researching and applying for capital development and operational subsidy funds for permanent affordable housing.
2. HACPFC makes available affordable permanent housing to low-income persons without discrimination through efficient operation of HACPFC's owned public housing program, efficient management of HACPFC's Section 8 rental assistance program; and efficient operation of HACPFC's owned non-subsidized homeless migrant housing program.
3. HACPFC continues to apply for any HUD Subsidized programs for which we are eligible to reduce the incidence of housing-cost burden or homelessness.
4. HACPFC encourages and assists revitalization of distressed existing housing stock through the Housing Quality Standards inspection process and continual rehabilitation of our existing facilities.
5. HACPFC improves safety and livability of neighborhoods through partnerships with local organizations, security patrol services, and the local Police Department in provision of an on-site Police Mini-Station, on-site nutritional services, on-site after school educational and recreation activities, as well as substance abuse referral.
6. HACPFC has developed thirty eight units of affordable housing for agricultural workers through use of tax credit financing and funding from the Washington State Housing Trust Fund. The units will be occupied by April 2015.
7. HACPFC paid off the mortgage for 24 units of Rural Development Housing and has transitioned the 24 units into affordable units. While not an increase of the number of units available for low income families, the units are now available for all families, not just for agricultural workers.

HACPFC Goal Two: Tri-Cities Consolidated Plan Goal IV: Improve affordable housing opportunities for lower-income individuals and households by: (Strategy 2) sustain or improve the quality of existing affordable housing stock; and Tri-Cities Consolidated Plan Goal IV: Substantially reduce homelessness by 2015 through the implementation of the Benton and Franklin County Homeless Housing Plan by: (Strategy 1) support existing homeless facilities and increase housing resources that assist homeless persons toward housing stability and self-sufficiency.

HACPFC Objectives for Goal Two:

1. HACPFC continues to seek and obtain funds and resources to increase the supply of transitional and permanent housing and vouchers for homeless persons by subscription to Grant Opportunity Postings on Grants.gov and participation in the Benton Franklin Housing Institute, Continuum of Care Network, Low-Income Housing Alliance, and use of non-profit developers such as Common Ground and the Office of Rural and Farm Worker Housing.
2. HACPFC makes available affordable transitional housing to homeless persons without discrimination through efficient operation of HACPFC's owned non-subsidized homeless migrant housing program.
3. HACPFC continues to seek and obtain HUD subsidies for which it is eligible, such as additional Section 8 Housing Choice Vouchers.
4. HACPFC provides subsidies to low-income persons for existing rental housing through utilization of Federal Section 8 rental assistance programs.
5. HACPFC staff provides support to the Continuum of Care Planning efforts and development of a homeless management information system that identifies and tracks homeless persons and participation in the annual Point-in-Time count.

Violence Against Women Act (VAWA)**Activities or services relative to HACPFC's adherence to VAWA for Child Abuse or Adult Victims of Domestic Violence, Dating Violence, Sexual Assault or Stalking**

1. HACPFC adheres to fair housing practices, providing fair housing referral services to clients and residents as appropriate.
2. HACPFC refers child or adult victims of domestic violence, dating violence, sexual assault, or stalking to Domestic Violence Services (509) 582-9841 and (800) 648-1477. This agency assists victims in a variety of areas including, but not limited to, providing shelter services, obtaining or maintaining housing, and linking the victim with benefits/programs provided throughout the community for which they may qualify. HACPFC will abide by VAWA regulations in our admission, occupancy, and termination of assistance policies.
3. Applicants cannot be denied admission on the basis that the applicant is, or has been a victim of domestic violence, dating violence, sexual assault, or stalking, so long as the applicant otherwise qualifies for the program.
4. HACPFC uses screening procedures to establish eligibility for program participation. /Screening factors are listed in the Public Housing Admissions and Continued Occupancy Policy and the Section 8 Administrative Plan and are used to prevent crime in housing and to protect the residents of the properties. These screening criteria include, but are not limited to, criminal or drug-related criminal activity, history of alcohol or substance abuse, manufacture of methamphetamine, and/or sex offender registration requirement.
5. HACPFC informs property owners and managers in the Housing Choice Voucher program about their termination responsibilities as they relate to VAWA.

PHA Plan Update

(a) Identify all PHA Plan elements that have been revised by the PHA since its last Annual Plan submission:

HACPFC has changed the flat rents in accordance with HUD regulations to be no less than 80% of the Fair Market Rents for the Kennewick, Pasco, and Richland Metropolitan Sub-Area effective August 1, 2014.

6.0 HACPFC also changed the definition of a family in compliance with PIH 2014-20.

All police officer units were discontinued. Because of funding restraints, more public housing units were needed to house individuals on our wait lists

(b) Identify the specific location(s) where the public may obtain copies of the 5-Year and Annual PHA Plan. For a complete list of PHA Plan elements, see Section 6.0 of the instructions.

A copy of the 5-Year and Annual PHA Plan is available for viewing at the HACPFC Administration Office, 2505 W. Lewis Street, Pasco, WA.

7.0	<p>Hope VI, Mixed Finance Modernization or Development, Demolition and/or Disposition, Conversion of Public Housing, Homeownership Programs, and Project-based Vouchers. <i>Include statements related to these programs as applicable.</i></p> <p>N/A</p>
8.0	<p>Capital Improvements. Please complete Parts 8.1 through 8.3, as applicable. See HUD Form 50075.2 approved by HUD on April 25, 2013.</p>
8.1	<p>Capital Fund Program Annual Statement/Performance and Evaluation Report. As part of the PHA 5-Year and Annual Plan, annually complete and submit the <i>Capital Fund Program Annual Statement/Performance and Evaluation Report</i>, form HUD-50075.1, for each current and open CFP grant and CFFP financing. (see attached)</p>
8.2	<p>Capital Fund Program Five-Year Action Plan. As part of the submission of the Annual Plan, PHAs must complete and submit the <i>Capital Fund Program Five-Year Action Plan</i>, form HUD-50075.2, and subsequent annual updates (on a rolling basis, e.g., drop current year, and add latest year for a five year period). Large capital items must be included in the Five-Year Action Plan. (see attached)</p>
8.3	<p>Capital Fund Financing Program (CFFP). <input type="checkbox"/> Check if the PHA proposes to use any portion of its Capital Fund Program (CFP)/Replacement Housing Factor (RHF) to repay debt incurred to finance capital improvements.</p>
9.0	<p>Housing Needs. Based on information provided by the applicable Consolidated Plan, information provided by HUD, and other generally available data, make a reasonable effort to identify the housing needs of the low-income, very low-income, and extremely low-income families who reside in the jurisdiction served by the PHA, including elderly families, families with disabilities, and households of various races and ethnic groups, and other families who are on the public housing and Section 8 tenant-based assistance waiting lists. The identification of housing needs must address issues of affordability, supply, quality, accessibility, size of units, and location.</p> <p><i>Housing affordability is defined as housing costs which are below 30% of the household income. In most communities of the state a significant percentage of the households are living with housing costs exceeding 30% of their income. However, the Tri-Cities area enjoys one of the highest affordability indexes in the State. Franklin County is the 7th ranked county among the 39 in the State. In spite of the relatively affordable housing stock, there are population groups in the Tri-Cities that are unable to afford available housing.</i></p> <p><i>The most current Comprehensive Housing Affordability Strategy (CHAS) data provides data that describes year 2000 affordability and housing-cost burden conditions for owners and renters. They provide a wealth of information on various categories of households with levels of income indicating which are cost-burdened. The Tables indicate the great difficulty households at the lowest income levels, particularly extremely low-income (households at 30% of MFI) and low-income (50% of MFI) have in finding affordable housing.</i></p> <p><i>Renters are considered cost burdened when their rent plus basic utilities exceeds 30% of monthly income. A total of 53% of Tri-Cities renter households that have incomes of less than 50% of median income, are paying more than 30% of their income for rental housing. Pasco has 50% of households that have incomes of less than 50% of median income are paying more than 30% of their income for rental housing.</i></p> <p><i>The problem is even more severe for large families with limited income. A total of 84.2% of families with 5 or more members who are extremely low-income renters (less than 30% of median area income) were cost burdened in the year 2000. In addition, when overcrowding is considered with this group, over 98% have "housing problems" (defined as cost burdened and/or overcrowded). Surprisingly, in each of the 3 cities, the largest percentage of cost-burdened households was households of 2-4 persons. This suggests a critical need for affordable 2-3 bedroom units in the Tri-Cities and in particular, Pasco and Franklin County, where there has not been any new multi-family units built since 2004.</i></p> <p><i>28% of Franklin County homeowners with a mortgage and 39% of renters were paying 30% or more of their income. Rental assistance and buyer assistance would help at all levels of lower-income housing to make existing units more affordable.</i></p> <p><i>Persons with disabilities often have Social Security Income (SSI) as their sole source of income and thus have a great deal of difficulty finding housing they can afford. Based on the SSI payment of \$683/month in 2008, a disabled Tri-Cities renter would have to pay 73.6% of their benefit for an efficiency apartment. If SSI represents an individual's sole source of income, only \$202 in monthly rent is affordable. This example is the most drastic along the housing need continuum, but it illustrates the necessity of affordability for lower-income households. It also demonstrates that some lower-income persons cannot obtain decent safe and sanitary housing without assistance.</i></p> <p><i>A report by the National Low-income Housing Coalition reveals major problems in affordability for area renters. To be able to afford a 2-bedroom apartment at the HUD-established Fair Market Rents, the amount of annual income needed by a family of four in the Tri-Cities is \$33,400. Using this as a base, only 61% of the households in the area have sufficient incomes to afford an apartment. A wage earner working 40 hours per week would have to earn \$16.05 an hour (much higher than the Washington State minimum wage of \$9.04) to afford to pay the rent and utilities.</i></p> <p><i>The above information is from the 2010-2014 Tri-Cities Consolidated Plan pages 84-85. The plan was prepared by John Epler & Associates and Common Ground. The 2010-2014 Tri-Cities Consolidated Plan has been adopted by the City of Richland, City of Kennewick and the City of Pasco.</i></p>

9.1	<p>Strategy for Addressing Housing Needs. Provide a brief description of the PHA's strategy for addressing the housing needs of families in the jurisdiction and on the waiting list in the upcoming year. Note: Small and High Performing PHAs complete only for Annual Plan submission with the 5-Year Plan.</p> <ol style="list-style-type: none"> 1. Employ effective maintenance and management policies to minimize the number of public housing units off-line. 2. Apply for additional Section 8 vouchers when they become available. 3. Maintain existing outreach efforts. 4. Employ admissions preferences aimed at families who are working. 5. Funding and staffing constraints influence our strategy.
10.0	<p>Additional Information. Describe the following, as well as any additional information HUD has requested.</p> <p>(a) Progress in Meeting Mission and Goals. Provide a brief statement of the PHA's progress in meeting the mission and goals described in the 5-Year Plan.</p> <p>5 Year Plan Goals - Executive Summary/Progress Report</p> <p>This list constitutes a progress report which indicates successful achievement on our outlined goals in the previous 5-year Plan:</p> <ol style="list-style-type: none"> 1. Expand supply, improve quality and increase assisted housing choices: HACPFC has re-instituted our FSS program and have successfully placed 26 participants on FSS contracts. We've maintained our High Performer status for public housing management and we continue to maintain our public housing units in the areas of repair, modernization and energy efficiency. 2. Provide improved living environment: We continue to expand our Neighborhood Watch Program, as well as our partnership with the Pasco Police Department for our on-site mini-station. 3. Promote self-sufficiency and asset development of assisted households: Meals on Wheels still utilizes our Pflueger Recreation Center to provide meals for our elderly and disabled residents. Our Sprucewood Square Recreation Center houses a branch of the Boys & Girls Club of Benton and Franklin Counties. The Boys and Girls Club provides a safe place for kids to be and also provides a homework center, a computer lab and life skills instruction for some of the most at-risk youth in our community. We continue the CASH (Communities Against Self-Sufficiency Hurdles) program that refers our residents to local agencies that can help them reach their goals of independence and self-sufficiency. 4. Ensure Equal Opportunity and affirmatively further fair housing: All staff members attend fair housing training annually and receive additional Fair Housing training throughout the year via handouts and day-to-day circumstances. In addition, staff has participated in the promotion of Fair Housing education with landlords, city personnel, and the Homeless Housing Consortium-Continuum of Care which consists of all local housing and service providers in the Quad-City region (Pasco, Kennewick, Richland, West Richland). Staff members also provide support for the Continuum of Care Point-in-Time Count. 5. Pursue partnerships to achieve mission: HACPFC continues to ensure the availability of safe, sanitary and affordable housing through our Housing Quality Standards inspection program. Cullum House is our property that houses chronically mentally ill homeless individuals as they transition from hospitalization to stable housing. 6. Increase the number of affordable housing units: HACPFC paid off the loan from USDA for the Highland Park Rural Development project in 2014. HACPFC has kept the 24 units affordable, targeting tenants 50% to 80% of the AMI. Unfortunately, HACPFC was unable to find any type of subsidy program for Highland Park. All of HACPFC's Section 8 HCV's are in use with a long waiting list, so the use of those vouchers was not an option. Highland Park units will be advertised when a vacancy exists. Additionally, HACPFC is developing a thirty eight unit development financed with Low Income Housing Tax Credit, Washington State Housing Trust Fund loan and private debt. The development is located at Fourth Avenue and Pearl Street in Pasco. Construction is scheduled to begin in the Spring of 2014 with a completion date of Spring of 2015. <p style="text-align: center;">Resident Membership of the HACPFC Governing Board</p> <p>The Housing Authority of the City of Pasco & Franklin County does not have a resident serving on its Board. The Authority is exempt because it is a small housing agency with less than 300 public housing units. Board members are appointed by the Pasco City Council and the Franklin County Commissioners (3-City appointed representatives, 2-County appointed representatives). We send annual notices to our governing entities indicating our desire to empower our residents and encourage favorable consideration of resident applicants for the governing board.</p> <p>All Commissioner positions are filled at this time. Both County-appointed positions are filled and all 3 City-appointed positions are filled. The City of Pasco advertises for all Board vacancies annually in the local newspaper, the Tri-City Herald (Tri-Cities, WA) and on its website. Franklin County advertises for Board positions on the Franklin County website and in its newspaper of record, the Franklin County Graphic (Connell, WA). HACPFC staff maintains City and County Board applications in our administration office. Despite these efforts, no resident has expressed any desire to serve and none have applied.</p> <p>(b) Significant Amendment and Substantial Deviation/Modification. Provide the PHA's definition of "significant amendment" and "substantial deviation/modification"</p> <p>Substantial deviations or significant amendments or modifications are defined as discretionary changes in the plans or policies of the housing authority and fundamentally change the mission, goals, objectives, or plans of the agency and which require the formal approval of the Board of Commissioners.</p>

11.0	<p>Required Submission for HUD Field Office Review. In addition to the PHA Plan template (HUD-50075), PHAs must submit the following documents. Items (a) through (g) may be submitted with signature by mail or electronically with scanned signatures, but electronic submission is encouraged. Items (h) through (i) must be attached electronically with the PHA Plan. Note: Faxed copies of these documents will not be accepted by the Field Office.</p> <ul style="list-style-type: none"> (a) Form HUD-50077, <i>PHA Certifications of Compliance with the PHA Plans and Related Regulations</i> (which includes all certifications relating to Civil Rights) (b) Form HUD-50070, <i>Certification for a Drug-Free Workplace</i> (PHAs receiving CFP grants only) (c) Form HUD-50071, <i>Certification of Payments to Influence Federal Transactions</i> (PHAs receiving CFP grants only) (d) Form SF-LLL, <i>Disclosure of Lobbying Activities</i> (PHAs receiving CFP grants only) (e) Form SF-LLL-A, <i>Disclosure of Lobbying Activities Continuation Sheet</i> (PHAs receiving CFP grants only) (f) Resident Advisory Board (RAB) comments. Comments received from the RAB must be submitted by the PHA as an attachment to the PHA Plan. PHAs must also include a narrative describing their analysis of the recommendations and the decisions made on these recommendations. (g) Challenged Elements (h) Form HUD-50075.1, <i>Capital Fund Program Annual Statement/Performance and Evaluation Report</i> (PHAs receiving CFP grants only) (i) Form HUD-50075.2, <i>Capital Fund Program Five-Year Action Plan</i> (PHAs receiving CFP grants only)
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This information collection is authorized by Section 511 of the Quality Housing and Work Responsibility Act, which added a new section 5A to the U.S. Housing Act of 1937, as amended, which introduced 5-Year and Annual PHA Plans. The 5-Year and Annual PHA plans provide a ready source for interested parties to locate basic PHA policies, rules, and requirements concerning the PHA's operations, programs, and services, and informs HUD, families served by the PHA, and members of the public of the PHA's mission and strategies for serving the needs of low-income and very low-income families. This form is to be used by all PHA types for submission of the 5-Year and Annual Plans to HUD. Public reporting burden for this information collection is estimated to average 12.68 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. HUD may not collect this information, and respondents are not required to complete this form, unless it displays a currently valid OMB Control Number.

Privacy Act Notice. The United States Department of Housing and Urban Development is authorized to solicit the information requested in this form by virtue of Title 12, U.S. Code, Section 1701 et seq., and regulations promulgated thereunder at Title 12, Code of Federal Regulations. Responses to the collection of information are required to obtain a benefit or to retain a benefit. The information requested does not lend itself to confidentiality

Instructions form HUD-50075

Applicability. This form is to be used by all Public Housing Agencies (PHAs) with Fiscal Year beginning April 1, 2008 for the submission of their 5-Year and Annual Plan in accordance with 24 CFR Part 903. The previous version may be used only through April 30, 2008.

1.0 PHA Information

Include the full PHA name, PHA code, PHA type, and PHA Fiscal Year Beginning (MM/YYYY).

2.0 Inventory

Under each program, enter the number of Annual Contributions Contract (ACC) Public Housing (PH) and Section 8 units (HCV).

3.0 Submission Type

Indicate whether this submission is for an Annual and Five Year Plan, Annual Plan only, or 5-Year Plan only.

4.0 PHA Consortia

Check box if submitting a Joint PHA Plan and complete the table.

5.0 Five-Year Plan

Identify the PHA's Mission, Goals and/or Objectives (24 CFR 903.6). Complete only at 5-Year update.

5.1 Mission. A statement of the mission of the public housing agency for serving the needs of low-income, very low-income, and extremely low-income families in the jurisdiction of the PHA during the years covered under the plan.

5.2 Goals and Objectives. Identify quantifiable goals and objectives that will enable the PHA to serve the needs of low-income, very low-income, and extremely low-income families.

6.0 PHA Plan Update. In addition to the items captured in the Plan template, PHAs must have the elements listed below readily available to the public. Additionally, a PHA must:

- (a) Identify specifically which plan elements have been revised since the PHA's prior plan submission.
- (b) Identify where the 5-Year and Annual Plan may be obtained by the public. At a minimum, PHAs must post PHA Plans, including updates, at each Asset Management Project (AMP) and main office or central office of the PHA. PHAs are strongly encouraged to post complete PHA Plans on its official website. PHAs are also encouraged to provide each resident council a copy of its 5-Year and Annual Plan.

PHA Plan Elements. (24 CFR 903.7)

1. **Eligibility, Selection and Admissions Policies, including Deconcentration and Wait List Procedures.** Describe the PHA's policies that govern resident or tenant eligibility, selection and admission including admission preferences for both public housing and HCV and unit assignment policies for public housing; and procedures for maintaining waiting lists for admission to public housing and address any site-based waiting lists.
2. **Financial Resources.** A statement of financial resources, including a listing by general categories, of the PHA's anticipated resources, such as PHA Operating, Capital and other anticipated Federal resources available to the PHA, as well as tenant rents and other income available to support public housing or tenant-based assistance. The statement also should include the non-Federal sources of funds supporting each Federal program, and state the planned use for the resources.
3. **Rent Determination.** A statement of the policies of the PHA governing rents charged for public housing and HCV dwelling units.

4. **Operation and Management.** A statement of the rules, standards, and policies of the PHA governing maintenance management of housing owned, assisted, or operated by the public housing agency (which shall include measures necessary for the prevention or eradication of pest, infestation, including cockroaches), and management of the PHA and programs of the PHA.
5. **Grievance Procedures.** A description of the grievance and informal hearing and review procedures that the PHA makes available to its residents and applicants.
6. **Designated Housing for Elderly and Disabled Families.** With respect to public housing projects owned, assisted, or operated by the PHA, describe any projects (or portions thereof), in the upcoming fiscal year, that the PHA has designated or will apply for designation for occupancy by elderly and disabled families. The description shall include the following information: 1) development name and number; 2) designation type; 3) application status; 4) date the designation was approved, submitted, or planned for submission, and; 5) the number of units affected.
7. **Community Service and Self-Sufficiency.** A description of: (1) Any programs relating to services and amenities provided or offered to assisted families; (2) Any policies or programs of the PHA for the enhancement of the economic and social self-sufficiency of assisted families, including programs under Section 3 and FSS; (3) How the PHA will comply with the requirements of community service and treatment of income changes resulting from welfare program requirements. (Note: applies to only public housing).
8. **Safety and Crime Prevention.** For public housing only, describe the PHA's plan for safety and crime prevention to ensure the safety of the public housing residents. The statement must include: (i) A description of the need for measures to ensure the safety of public housing residents; (ii) A description of any crime prevention activities conducted or to be conducted by the PHA; and (iii) A description of the coordination between the PHA and the appropriate police precincts for carrying out crime prevention measures and activities.
9. **Pets.** A statement describing the PHAs policies and requirements pertaining to the ownership of pets in public housing.
10. **Civil Rights Certification.** A PHA will be considered in compliance with the Civil Rights and AFFH Certification if: it can document that it examines its programs and proposed programs to identify any impediments to fair housing choice within those programs; addresses those impediments in a reasonable fashion in view of the resources available; works with the local jurisdiction to implement any of the jurisdiction's initiatives to affirmatively further fair housing; and assures that the annual plan is consistent with any applicable Consolidated Plan for its jurisdiction.
11. **Fiscal Year Audit.** The results of the most recent fiscal year audit for the PHA.
12. **Asset Management.** A statement of how the agency will carry out its asset management functions with respect to the public housing inventory of the agency, including how the agency will plan for the long-term operating, capital investment, rehabilitation, modernization, disposition, and other needs for such inventory.

- 13. Violence Against Women Act (VAWA).** A description of: 1) Any activities, services, or programs provided or offered by an agency, either directly or in partnership with other service providers, to child or adult victims of domestic violence, dating violence, sexual assault, or stalking; 2) Any activities, services, or programs provided or offered by a PHA that helps child and adult victims of domestic violence, dating violence, sexual assault, or stalking, to obtain or maintain housing; and 3) Any activities, services, or programs provided or offered by a public housing agency to prevent domestic violence, dating violence, sexual assault, and stalking, or to enhance victim safety in assisted families.

7.0 Hope VI, Mixed Finance Modernization or Development, Demolition and/or Disposition, Conversion of Public Housing, Homeownership Programs, and Project-based Vouchers

- (a) **Hope VI or Mixed Finance Modernization or Development.** 1) A description of any housing (including project number (if known) and unit count) for which the PHA will apply for HOPE VI or Mixed Finance Modernization or Development; and 2) A timetable for the submission of applications or proposals. The application and approval process for Hope VI, Mixed Finance Modernization or Development, is a separate process. See guidance on HUD's website at: <http://www.hud.gov/offices/pih/programs/ph/hope6/index.cfm>

- (b) **Demolition and/or Disposition.** With respect to public housing projects owned by the PHA and subject to ACCs under the Act: (1) A description of any housing (including project number and unit numbers [or addresses]), and the number of affected units along with their sizes and accessibility features) for which the PHA will apply or is currently pending for demolition or disposition; and (2) A timetable for the demolition or disposition. The application and approval process for demolition and/or disposition is a separate process. See guidance on HUD's website at: http://www.hud.gov/offices/pih/centers/sac/demo_dispo/index.cfm

Note: This statement must be submitted to the extent that approved and/or pending demolition and/or disposition has changed.

- (c) **Conversion of Public Housing.** With respect to public housing owned by a PHA: 1) A description of any building or buildings (including project number and unit count) that the PHA is required to convert to tenant-based assistance or that the public housing agency plans to voluntarily convert; 2) An analysis of the projects or buildings required to be converted; and 3) A statement of the amount of assistance received under this chapter to be used for rental assistance or other housing assistance in connection with such conversion. See guidance on HUD's website at: <http://www.hud.gov/offices/pih/centers/sac/conversion.cfm>

- (d) **Homeownership.** A description of any homeownership (including project number and unit count) administered by the agency or for which the PHA has applied or will apply for approval.

- (e) **Project-based Vouchers.** If the PHA wishes to use the project-based voucher program, a statement of the projected number of project-based units and general locations and how project basing would be consistent with its PHA Plan.

- 8.0 Capital Improvements.** This section provides information on a PHA's Capital Fund Program. With respect to public housing projects owned, assisted, or operated by the public housing agency, a plan describing the capital improvements necessary to ensure long-term physical and social viability of the projects must be completed along with the required forms. Items identified in 8.1 through 8.3, must be signed where directed and transmitted electronically along with the PHA's Annual Plan submission.

- 8.1 Capital Fund Program Annual Statement/Performance and Evaluation Report.** PHAs must complete the *Capital Fund Program Annual Statement/Performance and Evaluation Report* (form HUD-50075.1), for each Capital Fund Program (CFP) to be undertaken with the current year's CFP funds or with CFFP proceeds. Additionally, the form shall be used for the following purposes:

- To submit the initial budget for a new grant or CFFP;
- To report on the Performance and Evaluation Report progress on any open grants previously funded or CFFP; and
- To record a budget revision on a previously approved open grant or CFFP, e.g., additions or deletions of work items, modification of budgeted amounts that have been undertaken since the submission of the last Annual Plan. The Capital Fund Program Annual Statement/Performance and Evaluation Report must be submitted annually.

Additionally, PHAs shall complete the Performance and Evaluation Report section (see footnote 2) of the *Capital Fund Program Annual Statement/Performance and Evaluation* (form HUD-50075.1), at the following times:

- At the end of the program year; until the program is completed or all funds are expended;
- When revisions to the Annual Statement are made, which do not require prior HUD approval, (e.g., expenditures for emergency work, revisions resulting from the PHAs application of fungibility); and
- Upon completion or termination of the activities funded in a specific capital fund program year.

8.2 Capital Fund Program Five-Year Action Plan

PHAs must submit the *Capital Fund Program Five-Year Action Plan* (form HUD-50075.2) for the entire PHA portfolio for the first year of participation in the CFP and annual update thereafter to eliminate the previous year and to add a new fifth year (rolling basis) so that the form always covers the present five-year period beginning with the current year.

- 8.3 Capital Fund Financing Program (CFFP).** Separate, written HUD approval is required if the PHA proposes to pledge any portion of its CFP/RHF funds to repay debt incurred to finance capital improvements. The PHA must identify in its Annual and 5-year capital plans the amount of the annual payments required to service the debt. The PHA must also submit an annual statement detailing the use of the CFFP proceeds. See guidance on HUD's website at:

<http://www.hud.gov/offices/pih/programs/ph/capfund/cffp.cfm>

- 9.0 Housing Needs.** Provide a statement of the housing needs of families residing in the jurisdiction served by the PHA and the means by which the PHA intends, to the maximum extent practicable, to address those needs. (Note: Standard and Troubled PHAs complete annually; Small and High Performers complete only for Annual Plan submitted with the 5-Year Plan).

- 9.1 Strategy for Addressing Housing Needs.** Provide a description of the PHA's strategy for addressing the housing needs of families in the jurisdiction and on the waiting list in the upcoming year. (Note: Standard and Troubled PHAs complete annually; Small and High Performers complete only for Annual Plan submitted with the 5-Year Plan).

- 10.0 Additional Information.** Describe the following, as well as any additional information requested by HUD:

- (a) **Progress in Meeting Mission and Goals.** PHAs must include (i) a statement of the PHAs progress in meeting the mission and goals described in the 5-Year Plan; (ii) the basic criteria the PHA will use for determining a significant amendment from its 5-year Plan; and a significant amendment or modification to its 5-Year Plan and Annual Plan. (Note: Standard and Troubled PHAs complete annually; Small and High Performers complete only for Annual Plan submitted with the 5-Year Plan).
- (b) **Significant Amendment and Substantial Deviation/Modification.** PHA must provide the definition of "significant amendment" and "substantial deviation/modification". (Note: Standard and Troubled PHAs complete annually; Small and High Performers complete only for Annual Plan submitted with the 5-Year Plan.)
- (c) PHAs must include or reference any applicable memorandum of agreement with HUD or any plan to improve performance. (Note: Standard and Troubled PHAs complete annually).
- 11.0 Required Submission for HUD Field Office Review.** In order to be a complete package, PHAs must submit items (a) through (g), with signature by mail or electronically with scanned signatures. Items (h) and (i) shall be submitted electronically as an attachment to the PHA Plan.
- (a) Form HUD-50077, *PHA Certifications of Compliance with the PHA Plans and Related Regulations*
- (b) Form HUD-50070, *Certification for a Drug-Free Workplace (PHAs receiving CFP grants only)*
- (c) Form HUD-50071, *Certification of Payments to Influence Federal Transactions (PHAs receiving CFP grants only)*
- (d) Form SF-LLL, *Disclosure of Lobbying Activities (PHAs receiving CFP grants only)*
- (e) Form SF-LLL-A, *Disclosure of Lobbying Activities Continuation Sheet (PHAs receiving CFP grants only)*
- (f) Resident Advisory Board (RAB) comments.
- (g) Challenged Elements. Include any element(s) of the PHA Plan that is challenged.
- (h) Form HUD-50075.1, *Capital Fund Program Annual Statement/Performance and Evaluation Report (Must be attached electronically for PHAs receiving CFP grants only)*. See instructions in 8.1.
- (i) Form HUD-50075.2, *Capital Fund Program Five-Year Action Plan (Must be attached electronically for PHAs receiving CFP grants only)*. See instructions in 8.2.

Franklin County
Board of Commissioners
Agenda Summary Report

DATE SUBMITTED: 2/27/2015	REQUESTED BY: Andy Anderson, Executive Director, Housing Authority of the City of Pasco & Franklin Co.
ITEM: (Select One) <input checked="" type="checkbox"/> Consent Agenda <input type="checkbox"/> To Be Brought Before the Board. Suggested Date: 3/11/15 Time needed: _____ minutes	
SUBJECT / ISSUE: Certification by Local Official of the PHA Plan's Consistency with the Consolidated Plan	
FISCAL IMPACT: N/A	
ACTION(S) REQUESTED: Approval of certification and signature by Chairman	
BACKGROUND: Each year the Housing Authority of the City of Pasco & Franklin County is required to submit an annual plan to the Department of Housing and Urban Development (HUD) outlining the agency's anticipated direction in the coming year. The process was explained to the Board in person in 2013.	
COORDINATION: F. J. Anderson, Executive Director, and Lisa Richwine, Administrative Assistant	
RECOMMENDATION: Approval of certification.	
HANDLING / ROUTING: Original: Housing Authority Copy: Franklin County	
ATTACHMENTS: Describe documents attached to this package: Certification	

I certify the above information is accurate and complete.



 Signature

**MEDIATED TENTATIVE AGREEMENT BETWEEN AFSCME
LOCAL 2658-F (APPRAISERS) AND FRANKLIN COUNTY FOR
RATIFICATION EVALUATION**

FINANCIALS:

1. 19.1 SALARY SCHEDULE:

2015: No change in 2015 to the pay Matrix as adopted in Resolution 2014-235.

2016: Re-open to negotiate changes, if any, to the pay Matrix.

2017: Re-open to negotiate changes, if any, to the pay Matrix.

19.2 & 19.3 no changes

2. 18.1 INSURANCE:

2015: 18.1 Effective with the schedule identified below, the Employer agrees to increase its contribution to health and welfare benefits in the amount of three hundred and 58/100 Dollars (\$300.58), for a total maximum contribution of up to the amount of one thousand and 30/100 Dollars (\$1030.00), to insurance eligible employees as follows:

Medical insurance coverage, County paid premium up to	\$ 945.00 monthly
Dental insurance coverage, County paid premium up to	\$ 61.61 monthly
Vision insurance coverage, County paid premium up to	\$ 13.84 monthly
Life Insurance AD&D coverage, County paid premium up to	\$ 4.56 monthly
Long Term Disability/EAP coverage, County paid premium up to	\$ 4.99 monthly

SCHEDULE: If ratified by both parties by 15th of the month, then the 1st of the following month (i.e. if ratified by March 15, 2015, then effective April 1, 2015). If ratified by both parties the 16th – last day of the month, then effective the 1st of the 2nd following month (i.e. if ratified on March 16-31, then effective May 1, 2015).

This amount will serve as the “baseline” for calculating the Employer’s contribution towards health and welfare benefits in 2016.

18.1 2nd Paragraph: Eliminate VEBA. Rewrite to read: “The difference between the premiums for plans selected by the employee and the amount of County contribution if greater, shall be paid to the employee’s deferred compensation account or taken as cash in lieu of insurance as elected by the employee and in accordance with County processes, grossed down for taxes (i.e. the applicable FICA rate of .0765 at time of adoption, and as may be adjusted by the Federal Government from time to time), and then subject to standard withholding. In the event that no election is made by the employee, this payment shall be paid as cash in lieu of insurance.”

2016: Re-opener to bargain changes, if any, to the Employer's contribution to health and welfare benefits.

2017: Re-opener to bargain changes, if any, to the Employer's contribution to health and welfare benefits.

18.2 -18.4 – No change

3. Other Language Provisions:

a. Summary of Articles with no language changes, which are TA'd as included in the successor CBA:

- Article 1 – Recognition
- Article 2 – Definitions
- Article 3 – Management Rights
- Article 4 – Membership
- Article 7 – Discipline
- Article 8 – Grievance Procedure
- Article 11 – Seniority
- Article 12 – Layoff and Recall
- Article 13 – Separation Notice
- Article 14 – Annual Leave with Pay
- Article 17 – Sick Leave Adjustment for Workers' Compensation
- Article 20 – Leaves of Absence
- Article 21 – Union Visits
- Article 22 – Contracting out
- Article 23 – No Strike-Lockout
- Article 24 – Policies of General Application
- Article 25 – Savings Clause

b. Summary of Articles with changes:

Article 5 – Duration of Agreement
3 years 2015 – 2017

Article 6 – Negotiations

Reopen bargaining subsequent to September 1.

“...and if possible, to receive the Union's financial proposal in advance of the time the County is in the budgeting process in October and November.”

Article 9.1 – no change

9.2 Overtime. Add: FLSA covered employees are governed by the provisions of 9.2

a. Eliminate

9.3 Compensatory Time. Eliminate, “and shall be taken off within...”

9.4 Regular Rate of Pay. For the purposes of computing an employee's hourly rate, the employee's monthly rate shall be divided by 162.5 hours

Article 10 – Holidays

10.1 Add: and any day proclaimed a legal holiday by Governor's Proclamation, Presidential Declaration, and/or through Legislative or Congressional action, subject to County established standards for eligibility.

Article 15 – FMLA 15.1 The parties acknowledge that the County is bound by certain state and federal leave laws.

Eliminate Articles 15.2 and 3. Renumber as follows:

- 15.2 Concurrent with Other Leaves
- 15.3 Notice in Advance of FMLA Request
- 15.4 Medical Certification
- 15.5 Intermittent leave
- 15.6 Leave Calculation Year

Article 16.4 Will Read: Sick Leave Payout: Employees who have accrued the maximum sick leave balance permitted under the contract may request payment for twenty-five percent (25%) of any sick leave balance in excess of the maximum accrual as of December 31. Employees shall be entitled to a payout of twenty five percent (25%) of their accrued sick leave (not to exceed the cap set in 16.1) upon termination of employment. This payment shall be paid to the employee's deferred compensation account or taken as cash on the next regular payroll, as elected by the employee and in accordance with County processes, grossed down for taxes (i.e. the applicable FICA rate of .0765 at time of adoption, and as may be adjusted by the Federal Government from time to time), and then subject to standard withholding. In the event that no election is made by the employee, the payment shall be paid as cash on the next regular payroll."

Article 26 – Term of Agreement – become effective when ratified by both parties and shall remain in effect until 12/31/2017.