

Pooling Medical Contributions for Spouses Working at Whitman County

Effective: January 1, 2011

In the case where two spouses are working for the same employer, Washington Counties Insurance Fund (WCIF) allows one spouse to cover the second spouse as a dependent on medical coverage. Up until now spouses electing for this arrangement could not pool the medical contributions received from Whitman County.

On October 18, 2010 the Whitman County Commissioners voted to allow spouses working for Whitman County and covered by WCIF to pool their County medical contributions. The vote applies to non-represented employees, as well as Courthouse, Road and Solid Waste bargaining units through Teamsters Local 690. Please be advised that written agreement from Teamsters is still pending.

Employees where both spouses work in one of the employee groups listed above may elect to have one spouse cover the second spouse as a dependent on medical insurance. However, each spouse must maintain separate dental, vision and life insurance coverage through WCIF.

If elected, each spouse will receive the County contribution agreed to through their bargaining unit and Commissioner vote. The spouse electing to be covered as a dependent will have the cost of dental, vision and life insurance deducted from their contribution. The remainder will be pooled with the remainder of the other spouse's contribution to cover medical insurance premiums. Any remaining contribution after medical premiums are covered may be used for other dependents or placed in a VEBA account.

Interested couples should contact Human Resources during the open enrollment period for further details and paperwork. Spouses covered as dependents may lose Long Term Disability coverage, Short Term Disability coverage and/or retirement medical coverage through WCIF. Please see Human Resources regarding your specific circumstances.