

MEMORANDUM OF UNDERSTANDING  
BY AND BETWEEN  
PIERCE COUNTY  
AND  
PROFESSIONAL & TECHNICAL EMPLOYEES LOCAL 17 – ENGINEERS UNIT

RECEIVED  
ORIGINAL  
JUN 3 2011  
PIERCE COUNTY  
HUMAN RESOURCES DEPT.

**RE: 2012 Health and Welfare Insurance (Medical/Dental/Vision/Life)**

This Memorandum of Understanding (MOU) is entered into by and between Pierce County (County) and the Professional & Technical Employees (PTE), Local 17 – Engineers Unit (Union), referred to herein collectively as the Parties.

As a result of collective bargaining for a successor agreement for 2012, the parties have agreed to the following:

- 1) For the 2012 calendar year, employees will not receive a general across-the-board COLA.
- 2) Effective January 1, 2012 and for the 2012 calendar year, the County will pay up to the first 10% increase of the total monthly premium for each medical/vision insurance plan. Any increase above 10% will be split fifty-fifty between the employer and the employee.

For example, if the increase for medical/vision is 8%, the County will pick up the full increase (to a maximum of 8%). If the increase is 10.5%, the County will pick up the first 10% and the County and the employee will split the remaining 0.5%. If the increase is 11.9%, the County will pay the first 10%, and the County and the employee will split the remaining 1.9%.

Following are examples to illustrate how this would apply:

The 2011 total monthly premium for the Teamsters Trust Medical Plan A with vision is currently \$1054.75. If this premium increases 10%, from \$1054.75 to \$1160.23, the County will pick up the full increase of \$105.48 per month and the employee will continue to pay their current monthly contribution of \$64.87. If the total monthly premium for the Teamsters Trust Medical Plan A with vision increases 11.9%, to \$1180.27, the County will pick up the first 10% of the increase (\$105.48), the Employee will pick up half of the remaining 1.9% (\$10.02) and the County will pick up half of the remaining 1.9% (\$10.02). Therefore, the County would pay \$1105.38 per month and employee's new contribution would be \$74.89 per month.

For Group Health Cooperative with vision through Teamsters Trust, the 2011 premium is currently \$1022.52 per month. If the premium increases 8%, to \$1104.32, the County will pick up the 8% increase of \$81.80. Therefore, the County contribution in 2012 would be \$1071.68 and the employee contribution would remain \$32.64. If the premium increase is 11.9%, to \$1144.20, the County will pick up the first 10% of the increase (\$102.25), the Employee will pick up half of the remaining 1.9% (\$9.71) and the County will pick up the remaining half of 1.9% (\$9.72). Therefore, the County would pay \$1101.85 and the employee would contribute \$42.35.

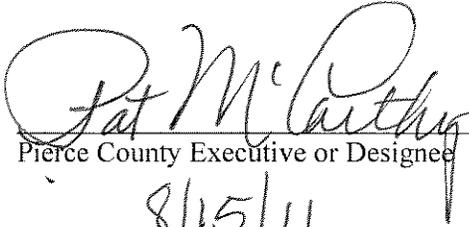
- 3) For the 2012 calendar year, the County will continue to maintain the current level of dental and life insurance coverage and will pay 100% of the premiums associated with each.

- 4) Should any non-interest arbitration local union group and/or the group of non-represented non-elected employees receive any general across-the-board COLA or premium share formula more beneficial to the employees than the formula provided above, all PTE Local 17 Engineers Unit members in the Pierce County bargaining unit shall receive the same general COLA and/or premium share formula.
- 5) All employee premium contributions will continue to be deemed authorized and made through automatic payroll deduction.

All other provisions of the parties' 2009 - 2011 collective bargaining agreement shall remain in full force and effect through December 31, 2012, unless the parties, by mutual consent, agree to modify such agreement with a memorandum of understanding.

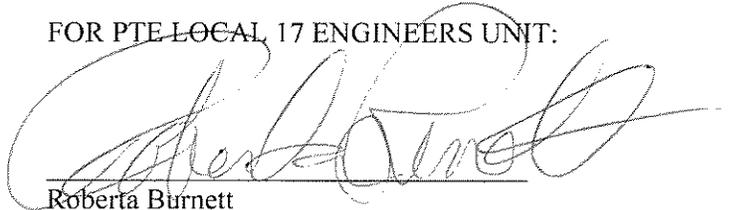
IN WITNESS WHEREOF the parties hereto have executed this Memorandum of Understanding this 15<sup>th</sup> day of August, 2011.

FOR PIERCE COUNTY:

  
\_\_\_\_\_  
Pat McCarthy  
Pierce County Executive or Designee  
8/15/11

\_\_\_\_\_  
Date

FOR PTE LOCAL 17 ENGINEERS UNIT:

  
\_\_\_\_\_  
Roberta Burnett  
Union Representative  
6/3/11

\_\_\_\_\_  
Date