

Douglas County and AFSCME Local 1872

Letter of Agreement

Insurance Premium Change

THIS AGREEMENT, made and entered into this 24th day of October 2018, by and between Douglas County, Oregon ("County"), and AFSCME Local ~~3742-4~~ ¹⁸⁷² Deputy District Attorneys ("Union") collectively referred to as "Parties."

WHEREAS, the County and Union are parties to a Collective Bargaining Agreement ("CBA"), expiring June 30, 2020;

WHEREAS, the County's insurance vendor, Citycounty Insurance Services (CIS), announced in 2018 that it would no longer provide a composite rate for health insurance premiums starting in January 2019. CIS will replace the composite rate with a tiered rate with the following tier categories: Employee Only, Employee + Child, Employee + Children, Employee + Spouse and Employee + family;

WHEREAS, the Parties had previously agreed in CBA Article 11, section 2 the following regarding health insurance premiums: "For the life of the contract, County will pay up to a maximum monthly contribution of one thousand six hundred sixty-five dollars (\$1665)."

WHEREAS, under the new tiered rate structure, two of the tier categories would exceed the previously agreed upon monthly contribution cap of \$1665: Employee + Child (\$151.90 to \$160.50 depending on dental plan per month) and Employee + Family (\$430.34 to \$440.30 depending on dental plan per month);

WHEREAS, because of this substantial impact on employees with families, the Parties met to discuss options; and

WHEREAS, the Parties agreed to the following.

NOW THEREFORE, BASED ON THE FOREGOING THE PARTIES AGREE AS FOLLOWS:

1. The Parties agree to amend Article 11, section 2 of the CBA as follows, with language removed using strike out and new language added underlined:

~~For the life of the contract, County will pay up to a maximum monthly contribution of one thousand six hundred sixty-five dollars (\$1665)~~ ninety-seven percent (97%) of the medical insurance premium and ninety-seven percent (97%) of the dental insurance premium for each eligible employee.

2. The Parties agree that the County has met any obligations it may have regarding its legal obligation to bargain either the decision or the impacts of CIS' change from a composite rate to a tiered rate.
3. All other provisions of the CBA remain unaltered.

IN WITNESS WHEREOF, UNION AND COUNTY have hereunto set their hands and seals on the date and year first above written.

IT IS AGREED, this 24th day of October, 2018.



Jim Steiner
AFSCME



Michael Kurtz
Human Resources Director
Douglas County