

DEC 19 2007

BARBARA E. HULL, COUNTY CLERK

MEMORANDUM OF AGREEMENT
BETWEEN
DOUGLAS COUNTY, OREGON
AND
TEAMSTERS LOCAL UNION No. 223

Douglas County, Oregon, (the County) and Teamsters Local Union No. 223 (the Union) are parties to a collective bargaining agreement, currently in effect.

The County and the Union have both been advised by the Oregon Teamster Employer's Trust, the source of health care benefits for the County's Teamster members, of substantial rate increases for 2008.

Based on the significant increase of the medical and prescription drug component, the Union has requested and the County has agreed on a non-precedent setting basis, to permit the Teamster bargaining unit to restructure their contractual medical benefits.


Effective January 1, 2008, County employees who participate in the Oregon Teamster Employer's Trust shall be eligible for the following benefits, subject to the premium limitations contained in the collective bargaining agreement:

OTET Medical Plan GW	Monthly Premium:	\$866.28
OTET Dental Plan 5	Monthly Premium:	\$ 58.60
OTET Vision Plan 4	Monthly Premium:	\$ 9.61
	Total Premium	\$934.49

The remaining \$64.50 between the current County cap of \$999 and the new rate of \$934.49 shall be contributed to the Teamster employee's Health Reimbursement Arrangement accounts.

All other terms and conditions of the collective bargaining agreement shall remain in full force and effect.

Dated this 19 day of December, 2007.



Doug Robertson, Commissioner
For Douglas County



Greg Baxter, Business Representative
For the Union



Marilyn Kittelman, Commissioner
For Douglas County

absent

Joe Laurance, Commissioner
For Douglas County