

Douglas County and DCLEA

Letter of Agreement

Insurance Premium Change

THIS AGREEMENT, made and entered into this 11<sup>th</sup> day of October 2018, by and between Douglas County, Oregon (“County”), and the Douglas County Law Enforcement Association (“Association”) collectively referred to as “Parties.”

WHEREAS, the County and Association are parties to a Collective Bargaining Agreement (“CBA”), expiring June 30, 2019;

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 section 22.2 the following regarding health insurance premiums: “Effective January 1, 2016, and through December 31, 2017 the County will continue to pay up to a maximum monthly contribution of \$1665. Effective January 1, 2018, and through June 30, 2019 the County will pay up to a maximum monthly contribution of \$1,765”;

WHEREAS, under the new tiered rate structure, two of the tier categories would exceed the previously agreed upon monthly contribution cap of \$1765: Employee + Child (\$51.90 to 60.50 depending on dental plan per month) and Employee + Family (\$330.34 to 340.30 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. For the calendar year 2019, DCLEA members will have the following maximum out of pocket monthly contribution for medical and dental insurance:


Tier Category	Employee Monthly Out of Pocket
Employee only	\$10
Employee plus child	\$20
Employee plus children	\$60
Employee plus spouse	\$40
Employee plus family	\$80

2. The Parties agree that the above out of pocket maximums are a short term solution to address CIS' decision to move from a composite rate to a tiered rate for 2019.
3. The Parties further agree that this short term solution does not alter the status quo. For the purposes of successor contract bargaining, the status quo for calendar year 2020 is the current contract language: "Effective January 1, 2016, and through December 31, 2017 the County will continue to pay up to a maximum monthly contribution of \$1665. Effective January 1, 2018, and through June 30, 2019 the County will pay up to a maximum monthly contribution of \$1,765."
4. 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.

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

IT IS AGREED, this 11 day of October, 2018.

  
Brian Melvin  
DCLEA President

  
Michael Kurtz  
Human Resources Director  
Douglas County