

**Letter of Understanding
By and Between
City of Tacoma and
Tacoma Joint Labor Committee**

RE: Wellness Program

Due to the programming requirements for the RedBrick wellness portal, changes to the participation requirements that will be tracked for the wellness incentives must be submitted to RedBrick 10 weeks prior to a renewal. The City of Tacoma's annual incentive tracking period is October 1 – September 30th. Any design changes to the current participation requirements would be due to RedBrick approximately July 18, 2016 for the 2018 wellness incentives.

Therefore, the parties agree to the following criteria regarding the Wellness Program Incentives for the calendar year 2018.

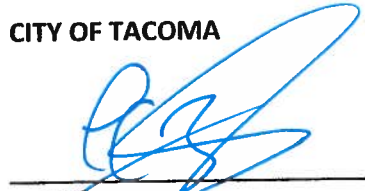
- a. To be eligible to receive the Wellness Incentives during 2018, employees will need to complete the participation requirements established by the Wellness Committee. These requirements must be completed during the incentive tracking period of October 1, 2016 – September 30, 2017.
- b. The Wellness Committee will determine additional details associated with participation in the Wellness Program.
- c. Wellness Incentives:

Year	Wellness Credit
2018	<ul style="list-style-type: none"> ▪ \$20 per month credit toward the employee premium contribution for medical insurance coverage under the Regence and Group Health Traditional Plan options (Plan 1) <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> ▪ \$40 per month credit toward the employee premium contribution for medical insurance coverage under the Regence and Group Health High-Deductible/Health Savings Account (HSA) Health Plan options (Plan 2)

Year	Wellness Contribution to the Health Savings Account (HSA)
2018	<p>Employees who elect to enroll in a high-deductible health plan (HDHP) will receive biweekly employer contributions to a health savings account (HSA). Employees will be eligible for a higher employer contribution to the HSA for participation in the Wellness Program identified in paragraph 1 above.</p> <ul style="list-style-type: none"> ▪ <u>Employees Who Participate in Wellness</u> - \$1,250 per year prorated per pay period for employees selecting employee-only coverage; \$2,500 per year prorated per pay period for employees insuring one or more dependents. ▪ <u>Employees Who Do Not Participate in Wellness</u> - \$500 per year prorated per pay period for employees selecting employee-only coverage; \$1,000 per year prorated per pay period for employees insuring one or more dependents.

- d. Dual Coverage – Employees or their eligible dependents may not be insured on more than one City medical insurance plan. If an employee has a spouse/domestic partner or adult child under the age of 26 working for the City, and each completes the participation requirements for the Wellness Incentives, each employee will receive the Wellness Credit toward the employee premium contribution for medical insurance coverage.

CITY OF TACOMA




 City Manager Date



 Director of Public Utilities 8/5/16 Date



 Human Resources Director 6/15/16 Date




 Finance Director 8-11-2016 Date

Approved as to form:



 Deputy City Attorney 8-8-16 Date

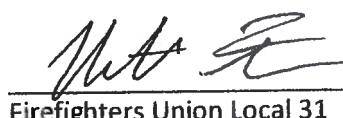
TACOMA JOINT LABOR COMMITTEE




 County & City Employees Local 120 6-15-16 Date




 Bobby Joe Murray 6-15-16
 District Lodge 160 IAM & AW Date



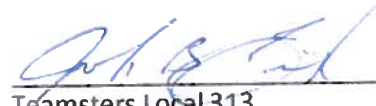
 Firefighters Union Local 31 6/15/16 Date




 International Brotherhood of
 Electrical Workers Local 483 6/15/2016 Date



 Professional & Technical Employees 6/15/16
 Local 17 Date



 Teamsters Local 313 6/17/16 Date



 Teamsters Local Union 117 7/27/16 Date