

**LETTER OF UNDERSTANDING  
INTERIM AGREEMENT  
REGARDING HEALTH INSURANCE**

**This Letter of Understanding is entered into between Pierce County and the Unions, Associations and/or Guilds representing Pierce County employees listed below. This Letter of Understanding has been bargained during Labor-Management meetings, including mediation, to which all parties have been invited to attend and participate.**

**It is hereby agreed by the parties below that the following language regarding group medical, and dental insurance reflects an interim agreement reached between Pierce County and the Unions and/or Guilds. The parties further agree that this interim agreement shall not establish any new or different status quo and that negotiations shall continue until such time as insurance negotiations are completed, or as otherwise required by law, for the 2010 calendar year:**

- 1. The unions, associations and/or guilds below agree that the County will continue to pay the same amount toward premiums it is currently paying for each eligible employee for each specific medical plan, based on current 2009 premium rates, beginning in 2010 and until such time as insurance negotiations are completed or as otherwise required by law. For example, for regular full-time employees, the County will contribute toward premiums on a monthly basis \$1012.98 for those enrolled in the Regence PPO Plan, \$1009.19 for those enrolled in the Regence Selections Plan, \$961.27 for those enrolled in the Regence FourFront Plan, and \$857.92 for those enrolled in the Group Health Cooperative Plan. The County will continue to pay a pro-rata share of insurance premium costs based on 2009 premium rates for regular part-time employees and such employees shall pay their pro-rata share plus the excess premium through payroll deduction.**
- 2. Employees shall be required to pay and are deemed to authorize deduction of the difference between the amounts listed herein and the actual amount of the 2010 premium through payroll deduction.**
- 3. Eligible full-time and/or part-time employees will be allowed to opt-out of these insurance benefits provided the employee provides proof of other coverage; however, those employees who choose to opt-out shall not receive any pay in lieu of the premium payments.**
- 4. Employees will be allowed an open enrollment period thru December 23, 2009 in order to allow a change in medical and/or dental plans, and to allow employees to add and/or delete dependents. Those employees who have already completed the on-line process will be given the opportunity to redo their registration to reflect the terms outlined in this Letter of Understanding. A second open enrollment will be conducted at such time as insurance negotiations are completed.**

5. The parties further agree that this agreement in no way changes either party's position on status quo or either party's remedies to address their position on status quo.

The parties agree that this agreement is non-precedent setting and shall not limit, restrict, prevent, or require the County or the unions, associations and/or guilds to agree to similar concessions in the future

By entering this agreement, the parties are not altering or modifying any contractual language or any other past practice. The terms and conditions of this Letter of Understanding are limited to addressing this situation and will not be considered a past practice on the part of either party. The parties merely desire to enter into this Letter of Understanding to address this specific issue and both parties feel it is beneficial to all concerned.

IN WITNESS WHEREOF, the parties hereby execute this Memorandum of Understanding this \_\_\_\_ day of December 2009.

**PIERCE COUNTY**

By: \_\_\_\_\_

**INDEPENDENT GUILD LOCAL 1889**

By: \_\_\_\_\_

**AFSCME LOCAL 120**

By: \_\_\_\_\_

**PROFESSIONAL AND TECHNICAL ENGINEERS LOCAL #17**

By: \_\_\_\_\_

**TEAMSTERS LOCAL 117**

By: \_\_\_\_\_

**TEAMSTERS LOCAL 313**

By: \_\_\_\_\_

**OPERATING ENGINEERS LOCAL 612**

By: \_\_\_\_\_

**IBEW LOCAL 483**

By: \_\_\_\_\_

**MACHINISTS & AEROSPACE WORKERS LOCAL #297**

**PIERCE COUNTY JUVENILE GUILD**

By: \_\_\_\_\_

**PIERCE COUNTY PROSECUTING  
ATTORNEYS' ASSOCIATION**

By: \_\_\_\_\_

**PIERCE COUNTY CAPTAINS ASSOC**

By: \_\_\_\_\_

**AFSCME, LOCAL 3752 CN**

By: \_\_\_\_\_

By: \_\_\_\_\_

**AFSCME, LOCAL 3752 LT & CN**

By: \_\_\_\_\_

**CWA 37083**

By: \_\_\_\_\_

**PIERCE COUNTY CORRECTIONS  
GUILD**

By: \_\_\_\_\_