

ORIGINAL

MEMORANDUM OF AGREEMENT

BY AND BETWEEN

PIERCE COUNTY

And

**INTERNATIONAL FEDERATION OF PROFESSIONAL ENGINEERS
Local No. 17 – ENGINEERING EMPLOYEES AND SUPERVISORS UNITS**

This Memorandum of Agreement is entered into between the parties noted above. This Memorandum of Agreement was bargained during Labor-Management meetings to which all Labor Unions and/or Guilds representing Pierce County employees were invited to attend and participate.

It is hereby agreed by the parties that the following language regarding group medical, dental and life insurance reflects the Agreement for the 2010 calendar year reached between Pierce County and IFPTE Local 17 – Engineers Employees and Supervisors Units:

ARTICLE 13 - GROUP INSURANCE: MEDICAL/DENTAL/LIFE

13.1. The employer will contribute the following amounts per month toward premium payments for eligible full-time employees and their dependents for negotiated medical, vision and prescription drug benefits for the period April 1, 2010 through December 31, 2010. Employees may opt out of these insurance benefits but will not receive any pay in lieu of the premium payments.

For the Regence Selections Plan, the current total monthly premium for 2010 is \$1101.44. The employer shall pay a maximum monthly amount of \$1051.44 for employee-only coverage and the employee will pay the remainder (currently \$50.00) through automatic payroll deduction. The employer shall pay a maximum monthly amount of \$1011.44 for employee plus family coverage and the employee will pay the remainder (currently \$90.00) through automatic payroll deduction.

For the Regence Preferred Plan, the current total monthly premium for 2010 is \$1189.45. The employer shall pay a maximum monthly amount of \$1063.23 for employee-only coverage and the employee will pay the remainder (currently \$126.22) through automatic payroll deduction. The employer shall pay a maximum monthly amount of \$1023.23 for employee plus family coverage and the employee will pay the remainder (currently \$166.22) through automatic payroll deduction.

For the Regence FourFront Plan, the current total monthly premium for 2010 is \$1045.59. The employer shall pay a maximum monthly amount of \$995.59 for employee-only coverage and the employee will pay the remainder (currently \$50.00) through automatic payroll deduction. The

employer shall pay a maximum monthly amount of \$955.59 for employee plus family coverage and the employee will pay the remainder (currently \$90.00) through automatic payroll deduction.

For the Group Health Plan, the current total monthly premium for 2010 is \$921.40. The employer shall pay a maximum monthly amount of \$871.40 for employee-only coverage and the employee will pay the remainder (currently \$50.00) through automatic payroll deduction. The employer shall pay a maximum monthly amount of \$831.40 for employee plus family coverage and the employee will pay the remainder (currently \$90.00) through automatic payroll deduction.

13.2. The employer will pay a maximum of \$144.42 per month for eligible full-time employees and their dependents for dental benefits for the period January 1, 2010 through December 31, 2010.

For the Washington Dental Service Plan, the maximum monthly premium paid by the County shall be \$144.42.

For the Willamette Dental of Washington Plan, the maximum monthly premium paid by the County shall be \$116.55.

13.3. The employer will pay a maximum monthly life insurance premium of \$1.73 for \$15,000 of group term life insurance for eligible full-time employees for the period January 1, 2010 through December 31, 2010.

13.4. For calendar year 2011, the parties agree to reopen negotiations on overall plan design and level of contribution by the parties, provided an agreement cannot be reached as part of the calendar year 2010 negotiations.

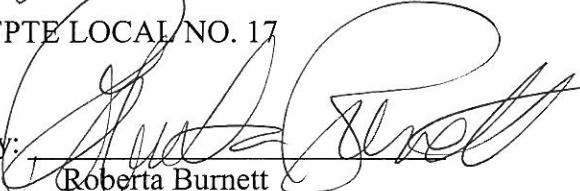
13.5. The employer will pay a pro-rata share of medical, dental and life insurance premium costs for regular part-time employees regularly scheduled to work one-half the normal workweek or more based upon the ratio of their standard hours to full-time hours for those employees who elect coverage. Regular part-time employees shall pay, through automatic monthly payroll deduction, any employee contribution amounts listed in Section 1 above for employee-only (i.e., currently \$50.00 or \$126.22) or employee plus family coverage (i.e., currently \$90.00 or \$166.22) in addition to their pro-rata share of the County's premiums specified in Sections 1 and 2 above. Part-time employees who do not elect coverage will not receive any pay in lieu of the premium payments.

13.6. Regular part-time employees and employees on authorized leaves of absence without pay shall be permitted to select continuation of the health benefit coverage of their choice, at the employees' expense, i.e. health insurance, dental insurance and/or life insurance. Employees on authorized leaves of absence without pay who elect not to retain any coverage during the period of the leave of absence shall be required to serve any plan-required waiting period upon re-enrollment. Employees on approved leave under the Family and Medical Leave Act of 1993, as amended, shall be provided benefit continuation in accordance with the provisions of that Act.

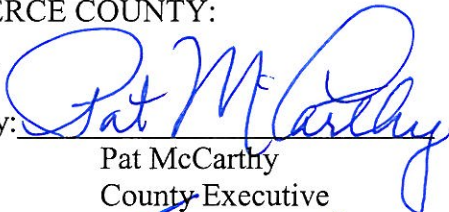
13.7. The employer will provide a flexible spending account plan under Section 125 of the Internal Revenue Code effective at the start of the first pay period beginning on or after January 1, 2010 and continuing for the duration of the agreement. The Employer shall pay any administrative premium or cost of the plan for the duration of the agreement. All plan contributions will be at the option of the employee within the limitations of the plan and at the employee's expense.

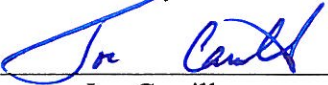
IN WITNESS WHEREOF the parties hereto have executed this Agreement this 21 day of March, 2010.

IFPTE LOCAL NO. 17

By: 
Roberta Burnett
Union Representative

PIERCE COUNTY:

By: 
Pat McCarthy
County Executive

By: 
Joe Carrillo
Chief Negotiator