

MEMORANDUM OF AGREEMENT #2

Regarding

Health Benefits for 2007 - 2009

For Represented Benefits-Eligible Employees

By and Between King County and

Unions Representing King County Employees

Whereas, the County and the Unions signatory hereto have agreed as part of negotiating the new health insurance plans for 2007-2009 to a goal of a one-third reduction in the projected increase to health care costs, specifically medical and pharmaceutical costs; and

Whereas, the negotiated benefits did not achieve the total one-third reduction, the parties agreed to negotiate additional plan features or modifications to fully reach the one-third reduction goal; and

Whereas, the parties have negotiated in good faith; now

Therefore, the parties hereby agree to the following benefit plan design changes to the Healthy Incentives Program for benefit plan years 2007-2009:

- 1. Emergency Room CoPay.** Increase the copay for emergency room services to \$100/visit (waived if admitted) on both the Preferred Provider medical plan (KingCare) and the Health Maintenance Organization plan (Group Health); this copay increase shall apply to each out-of-pocket expense level in each of the two plans. Employees will not be mandated to go to the Emergency room to fulfill attendance policy requirements that may exist within particular agencies. To that end, the County commits to work with the Unions to modify existing policies to meet this intent.
- 2. Spousal/Domestic Partner Benefit Access Fee.** Establish a "Benefit Access Fee" of \$35 per month. This fee shall apply only to benefit-eligible employees covering a spouse or domestic partner on the County's plans when that spouse/domestic partner has access to medical coverage through his/her employer. This fee shall not apply to employees whose spouse/domestic partner is also a King County employee. The fee will be assessed through regular payroll deduction in two equal parts (\$17.50) in the first two pay periods of each month. To the extent allowable by law the fee will be deducted pre-tax.
- 3. Total Agreement.** This Agreement modifies the parties' current Agreement for health insurance plans for 2007-2009. As such the two memoranda of agreement comprise the entire Agreement of the parties with respect to the

matters covered herein, and no agreement, statement or promise made by any party which is not included within these two memoranda shall be binding or valid. This Agreement may be modified or amended only by a written amendment executed by all parties hereto.

4. **Severability.** The provisions of this Agreement are intended to be severable. If any term or provision of this Agreement is deemed illegal or invalid for any reason, such illegality shall not affect the validity of the remainder of this Agreement.
5. **Term.** This Agreement shall be in effective from January 1, 2007 through December 31, 2009.

On behalf of King County:



Ron Sims, King County Executive

11-17-2005

Date

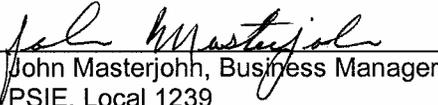
On behalf of the Unions Participating in the Joint Labor Management Insurance Committee:



William Dennis, Staff Representative
WSCCCE Council 2

11/3/05

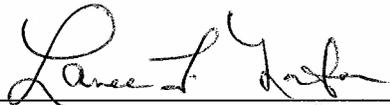
Date



John Masterjohh, Business Manager
PSIE, Local 1239

7-19-05

Date



Lance Norton, President/Business Agent
ATU, Local 587

8-19-05

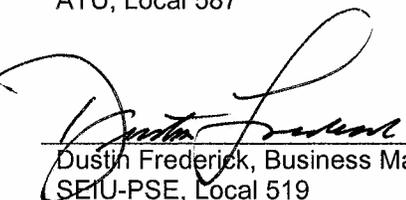
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John A. Williams, Secretary-Treasurer
Teamsters Local 117

7-20-05

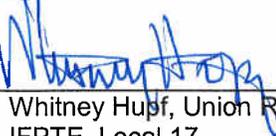
Date



Dustin Frederick, Business Manager
SEIU-PSE, Local 519

8/2/05

Date



Whitney Huff, Union Representative
IFPTE, Local 17

8/14/05

Date



Dan Scott, Secretary-Treasurer
Teamsters Local 174

7-21-05

Date



Irene Eldridge, Secretary-Treasurer
SEIU, Local 925

9/15/05

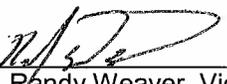
Date



Janet Parks, Labor Representative
Washington State Nurses Association

9-12-05

Date



Randy Weaver, Vice President
King County Corrections Guild

7-19-05

Date