

**MEMORANDUM OF AGREEMENT**  
**Regarding**  
**Health Benefits**  
**For Benefits-Eligible Employees**  
**By and Between King County**  
**and**  
**The Joint Labor Management Insurance Committee (JLMIC)**

**Subject: 2016 Plan Design Changes for the 2016 Benefit Year**

**WHEREAS**, certain designated representatives of the County and the Unions signatory hereto are empowered to negotiate and implement modifications to insured benefits for the JLMIC-Eligible Employees pursuant to Section 8 of the JLMIC Memorandum of Agreement 2014 through 2016 (Agreement); and

**WHEREAS**, collective bargaining agreements, except for agreements that cover the employees represented by the Amalgamated Transit Union, Local 587 and the King County Police Officer's Guild, contain provisions that adopt insured benefits plan changes negotiated by the JLMIC; and

**WHEREAS**, on July 9, 2015 the JLMIC has agreed to modify benefit plans to be implemented effective January 1, 2016.

**NOW THEREFORE**, having bargained in good faith, the JLMIC hereby agrees to the following benefit plan design changes:

**1. Benefit Access Fee.** The JLMIC agrees that the benefit access fee for employees covered under the KingCare medical plan shall be increased to \$100.

**2. Preventive Services.** The JLMIC agrees to cover preventive services in accordance to the Affordable Care Act for non-grandfathered plans, as amended, at no cost to employees, including but not limited to contraceptives.

**3. New Services Offered by KingCare and/or SmartCare.** When new services are offered by KingCare and/or SmartCare, the JLMIC agrees to consider, evaluate and negotiate, and when agreed add new services to the insured plans, such as palliative care on KingCare.

**4. Total Agreement and Severability.**

**A. Total Agreement.** This agreement comprises the entire Agreement of the parties with respect to the matters covered herein, and no other agreement, statement or promise

made by any party which is not included herein shall be binding or valid. This Agreement may be modified or amended only by a written agreement.

**B. Severability.** The provisions of the 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.

On behalf of King County:

*P. Cole-Tindall*

\_\_\_\_\_  
Patti Cole-Tindall  
Director  
Office of Labor Relations

*7-16-15*

\_\_\_\_\_  
Date

Joint Labor Management Insurance Committee Co-Chair:

\_\_\_\_\_  
Dustin Frederick  
Business Manager  
Public Safety Employees Union

\_\_\_\_\_  
Date

Joint Labor Management Insurance Committee Co-Chair:

\_\_\_\_\_  
Spencer Nathan Thal  
General Counsel  
International Brotherhood of Teamsters Local 117

\_\_\_\_\_  
Date

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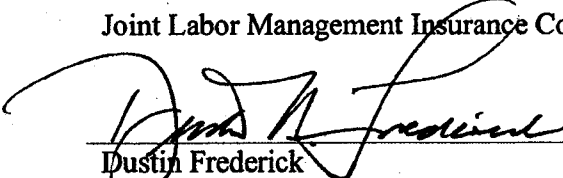
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On behalf of King County:

\_\_\_\_\_  
Patti Cole-Tindall  
Director  
Office of Labor Relations

\_\_\_\_\_  
Date

Joint Labor Management Insurance Committee Co-Chair:

  
\_\_\_\_\_  
Dustin Frederick  
Business Manager  
Public Safety Employees Union

*July 16, 2015*  
\_\_\_\_\_  
Date

Joint Labor Management Insurance Committee Co-Chair:

\_\_\_\_\_  
Spencer Nathan Thal  
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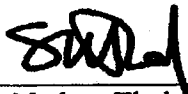
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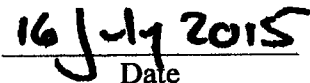
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