

**MEMORANDUM OF AGREEMENT**  
**Regarding Insured Benefits**  
**January 1, 2019 through December 31, 2020**  
**For Represented Benefits-Eligible Employees**  
**By and Between**  
**King County**  
**And**  
**Joint Labor Management Insurance Committee of Unions**

**Subject: SmartCare Plan - ACA “Grandfather Status”**

**WHEREAS**, the Joint Labor Management Insurance Committee (JLMIC) is empowered to negotiate and implement modifications to insured benefits for JLMIC-Eligible Employees to be effective on January 1 of the following calendar year;

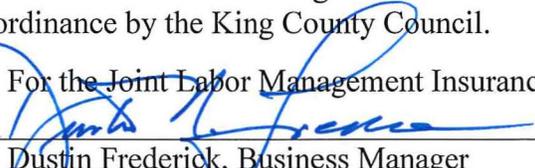
**NOW THEREFORE**, having bargained in good faith, the JLMIC hereby agrees to the following:

**1.** Due to changes to the SmartCare plan (HMO), it lost “grandfather status” under the Affordable Care Act (ACA). Therefore, the JLMIC agrees to make the following changes to comport with law:

- a.** The emergency room and prescription copays will apply to the annual out-of-pocket maximum.
- b.** The emergency room copay for out-of-network coverage will be at the same rate of the in-network emergency room copay.

**2. Term:** This Agreement shall be in effect January 1, 2019 following adoption of an ordinance by the King County Council.

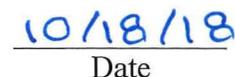
For the Joint Labor Management Insurance Committee of Unions:

  
 \_\_\_\_\_  
 Dustin Frederick, Business Manager  
 Public Safety Employees Union  
 Co-Chair, Joint Labor Management Insurance Committee

  
 \_\_\_\_\_  
 Date

For the Joint Labor Management Insurance Committee of Unions:

  
 \_\_\_\_\_  
 Denise Cobden, Union Representative  
 Professional and Technical Employees, Local 17  
 Co-Chair, Joint Labor Management Insurance Committee

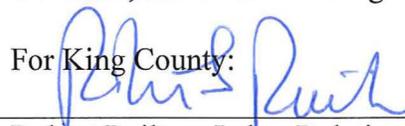
  
 \_\_\_\_\_  
 Date

For King County:

  
 \_\_\_\_\_  
 Megan Pedersen, Director  
 Office of Labor Relations, King County Executive Office  
 Co-Chair, Joint Labor Management Insurance Committee

  
 \_\_\_\_\_  
 Date

For King County:

  
 \_\_\_\_\_  
 Robert Railton, Labor Relations Manager  
 Office of Labor Relations, King County Executive Office  
 Co-Chair, Joint Labor Management Insurance Committee

  
 \_\_\_\_\_  
 Date