

LETTER OF AGREEMENT

BETWEEN

WHITMAN COUNTY

AND

TEAMSTERS UNION LOCAL 690 – ROADS & COURTHOUSE UNITS

To address a substantial increase in the “employee only” premium cost for 2018 Health and Welfare Insurance(s) coverage, the Employer has offered and the Union has accepted a proposed increase in the Employer’s monthly premium contribution for bargaining unit employees within the Roads and Courthouse bargaining units. To accommodate the accepted change the parties have agreed to the following changes to the Courthouse and Road bargaining units current Collective Bargaining Agreements:

COLLECTIVE BARGAINING AGREEMENT - COURTHOUSE

(1.) Amend the language of Article XVI – Health and Welfare, Sub-section 16.1 to read as follows:

ARTICLE XVI – HEALTH AND WELFARE

16.1 The Employer agrees to make available to all full and part-time employees’ group health and welfare plans, including life insurance, from which the employees shall have the right to cover themselves and/or their dependents.

Effective January 1, 2017, through December 31, 2017, the Employer’s maximum combined medical, dental, vision and life insurance premium contribution for full and existing part-time employees, shall be six hundred ninety-five dollars (\$695.00) per month. Effective January 1, 2018, and for the duration of this Agreement, the Employer’s maximum contribution shall be increased to seven hundred seventy-five dollars (\$775.00) per month. Full time and existing part-time employees who elect coverage under one of the available plans shall be eligible for an Employer contribution to an individual medical savings account in an amount equal to 100% of the difference between the combined cost(s) of the health and welfare coverage selected, and the Employer’s, maximum contribution, as set forth herein. Existing part-time employees shall be defined as those part-time employees hired prior to January 1, 2007. Part-time employees, i.e., those part-time employees hired after January 1, 2007, shall receive a pro-rated Employer health and welfare premium contribution based on their normally scheduled and reduced hours of work.

Additionally, employees will be provided the option, at their own expense, to buy additional insurance protection under the existing Long-Term Disability (LTD) benefit plan.

COLLECTIVE BARGAINING AGREEMENT – ROADS

(2.) Amend the language of Article XX – Health and Welfare, Sub-section 20.1 to read as follows:

ARTICLE XX – HEALTH AND WELFARE

20.1 The Employer agrees to make available to all full and part-time employees group health and welfare plans, including life insurance, from which the employees shall have the right to cover themselves and/or their dependents.

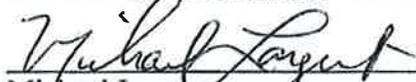
Effective January 1, 2017, through December 31, 2017, the Employer's maximum combined medical, dental, vision and life insurance premium contribution for full and existing part-time employees, shall be six hundred ninety-five dollars (\$695.00) per month. Effective January 1, 2018, and for the duration of this Agreement, the Employer's maximum contribution shall be increased to seven hundred seventy-five dollars (\$775.00) per month; Full time and existing part-time employees who elect coverage under one of the available plans shall be eligible for an Employer contribution to an individual medical savings account in an amount equal to 100% of the difference between the combined cost(s) of the health and welfare coverage selected, and the Employer's, maximum contribution, as set forth herein. Existing part-time employees shall be defined as those part-time employees hired prior to January 1, 2007. Part-time employees, i.e., those part-time employees hired after January 1, 2007, shall receive a pro-rated Employer health and welfare premium contribution based on their normally scheduled and reduced hours of work.

Additionally, employees will be provided the option to, at their own expense, buy additional insurance protection under the existing Long-Term Disability (LTD) benefit plan.

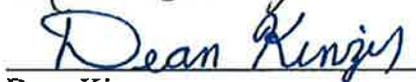
This Agreement shall become effective immediately and shall remain in effect until such time as it is amended or altered, by written agreement of the parties. It is further recognized and agreed that all other provisions of the Collective Bargaining Agreement, are and shall remain in full force and effect.

Dated this 25th day of October 2017

BOARD OF COMMISSIONERS:



Michael Largent

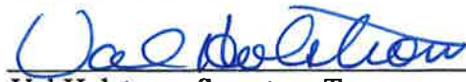


Dean Kinser

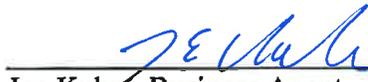


Art Swannack

TEAMSTERS UNION LOCAL NO. 690:



Val Holstrom, Secretary-Treasurer



Joe Kuhn, Business Agent

079452

Attest:

Maribeth Becker

Maribeth Becker CMC, Clerk of the Board

079452