

Memorandum of Agreement
Between
Multnomah County ("County")
And

The Multnomah County Corrections Deputies Association ("Association")

The County and Association have reached the following agreement in resolution of the "Health and Welfare Reopener of 2013" set forth in Addendum A of the parties' collective bargaining agreement:

- 1) The parties agree to reopen Article 12, Health and Welfare, only no later than February 1, 2014.
- 2) MCCDA will be invited to become a member of the County's Employee Benefits Advisory Team ("EBAT"). The purpose of the EBAT is to share data and information relevant to County sponsored health insurance programs.
- 3) Effective plan year 2014, the parties agree to plan design changes to the Kaiser Standard Medical Plan associated with relinquishment of "grandfathered status" under the Patient Protection and Affordable Care Act (PPACA).
- 4) Article 12, Section II.N.(11). of the CBA will be deleted as follows:
(11) ~~Subject to any limitations imposed by applicable law, if employees contribute toward medical insurance by payroll deduction, the employer contribution toward eligible retirees' insurance under this article shall be 50% of the contribution it makes for an active employee on the same plan and participation level, rather than 50% of the premium.~~

All other Articles and terms of the Agreement shall continue without interruption for the term thereof.

Agreed to this 4th day of February, 2014.

For the County




Jeff Heinrich
Labor Relations

For the Association



Doug Hewitt
Executive Vice President

For the Association



Shawn Skeels
President