

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
TEAMSTERS LOCAL 690 REPRESENTING  
LINCOLN COUNTY SHERIFF'S DEPUTIES(NON-COMMISSIONED)  
AND  
LINCOLN COUNTY

This Memorandum of Understanding is entered into by and between Lincoln County, WA (the "County") and the International Brotherhood of Teamsters Local Union 690 ("Teamsters" or the "Union") (collectively, Parties"), as follows:

The County has communicated with the Union, regarding the medical insurance (Article XIV) in the current CBA. Per the current contract, the County contributes a maximum of eight hundred twenty (\$820) dollars towards the employee's County medical insurance plan. The County notified to Union it would no longer be self-funding the insurance plan. Several options were made available to the Employee's by the County. The County also stated its intent to provide additional money towards the increased costs of the proposed medical plans. The County determined it would provide additional monies towards dependent coverage when the new plans take effect to help offset the costs and to retain current employees and recruit new employees to the County.

The County agrees to allow the bargaining unit to move to the Inland Empire Teamsters Trust (IETT) medical plan effective January 1, 2023. The current rates (2022) for the plan are one thousand three hundred (\$1300) dollars, and the Bargaining Unit will be allowed the supplement option of dental, to a two thousand (\$2000) dollar annual benefit for twelve (\$12) dollars per month for a total of one thousand three hundred twelve (\$1312) dollars per month. The IETT plan has not issued an estimated increase for 2023. An anticipated increase would be to one thousand twenty (\$1320) dollars with the addition of the supplemental option for dental a total of one thousand thirty-two (\$1332) per month.

The Parties agree to the following:

Effective January 1, 2023

All members of the Lincoln County Deputies Bargaining Unit will move to the Inland Empire Teamsters Trust composite medical plan.

The Employers shall provide health and welfare coverage under the INLAND EMPIRE TEAMSTERS TRUST -Composite Plan "A" for each employee covered by this Agreement who was compensated for eighty (80) hours or more in the preceding month.

The Trust fully intends to maintain the Plan indefinitely. However, it reserves the right to terminate, suspend, discontinue or amend the Plan at any time and for any reason, with or without notice. Changes in the Plan may occur in any or all parts of the Plan including, but not limited to, benefit coverage, deductibles, coinsurance, maximums, copayments, exclusion, limitations, definitions, eligibility and the like, at any time with or without notice, in accordance with governing laws.

Inland Empire Teamsters Trust (IETT) medical: current rate: \$1300(anticipated \$1320 for 2023) additional increase of \$12 per month for supplemental option on Dental from \$1500 to \$2000 annual coverage. Monthly Premium in 2022 is \$1312 and anticipated premium is \$1332 per month.

All members in bargaining unit will receive \$1265 per month regardless of dependents towards the IETT medical plan. All members must participate.

Six (6) year MOU

Propose flat rate for medical for six (6) years:

<u>YEAR</u>	<u>COUNTY CONTRIBUTION</u>	<u>IETT PLAN</u>	<u>EMPLOYEE PORTION</u>	<u>EMPLOYEE</u>	<u>COUNTY</u>
2023 **	\$1,265.00	\$1,332.00	\$67.00	5.30%	94.70%
2024 **	\$1,265.00	\$1,352.00	\$87.00	6.88%	93.12%
2025 **	\$1,265.00	\$1,372.00	\$107.00	8.46%	91.54%
2026 **	\$1,265.00	\$1,392.00	\$127.00	10.04%	89.96%
2027 **	\$1,265.00	\$1,412.00	\$147.00	11.62%	88.38%
2028*	\$1,265.00	\$1,432.00	\$167.00	13.20%	86.80%

IETT BASED UPON \$20.00 PER  
MONTH ANNUAL INCREASE

\*In 2028 the County will continue contribution at 90% and employee with pay 10% for coverage

\*\*If increases to medical plan exceed 90/10 split prior to 2028, the additional costs will be born 50/50 between the County and the Employee until the next year and the County will contribute 90% and the employee will contribute 10%. The County contribution shall not exceed one thousand five hundred forty (\$1540) dollars per month.

The Parties agree to meet and discuss any further proposed changes that provide an increased benefit to the County or the Employee's.

Dated this 31 day of October, 2022.

  
Larry Kroetch  
Secretary-Treasurer

  
Taj Wilkerson  
Business Representative



  
Scott Hutsell, Chair

  
Rob Coffman, Commissioner

  
Mark Stedman, Commissioner

Approved As To Form:  
  
Prosecuting Attorney

