

MEMORANDUM OF AGREEMENT

Regarding Insured Benefits

By and Between

The Joint Labor Management Insurance Committee (JLMIC)

Subject: Healthy Incentives and 2019 Benefits Plan Designs

WHEREAS, certain designated representatives of King County (the County) and the Unions who are party to the JLMIC and are signatory to this Memorandum of Agreement (the Agreement) are empowered to negotiate and implement modifications to insured benefits for JLMIC-Eligible Employees, pursuant to Section 7 of the JLMIC Memorandum of Agreement Regarding Insured Benefits January 1, 2017 through December 31, 2018 (Benefits Agreement); and

WHEREAS, Section 8 of the Benefits Agreement provides that during the term of the Benefits Agreement, the JLMIC will replace the Healthy Incentives Program.

WHEREAS, on April 11, 2017, the JLMIC agreed to replace the Healthy Incentives Program with a Health and Well-Being Program to be effective January 1, 2018; and,

WHEREAS, on July 11, 2017, the JLMIC agreed that with the replacement of Healthy Incentives in 2018, the process steps for earning Gold level benefits in 2019 would also end.

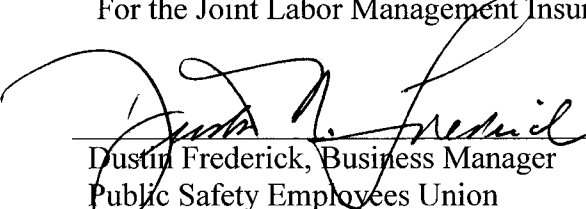
NOW THEREFORE, the JLMIC agrees to the following terms and conditions to be effective January 1, 2018.

1. The JLMIC hereby agrees to replace the Healthy Incentives Program with the Well-Being Program.

2. The JLMIC hereby agrees that JLMIC-Eligible Employees will no longer be offered the opportunity to do a Wellness Assessment and an Individual Action Plan in 2018 to determine the benefits plan level for 2019.

3. The JLMIC hereby agrees that there will be only one plan design in 2019 for the HMO and PPO benefits plans, which will be consistent with the 2018 plan design levels. The HMO and PPO plan designs are outline in Attachment A.


For the Joint Labor Management Insurance Committee:



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

8/8/17
Date


For the Joint Labor Management Insurance Committee:



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

8/8/17
Date

For King County:



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

8.11.17
Date

For King County:



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

8/8/17
Date

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Attachment A
JLMIC HMO and PPO Plan Designs for 2019*
Kaiser Permanente KingCareSM
HMO PPO

	In-Network	In-Network	Out-of-network
Deductible Single/family	\$0	\$300/\$900	
Out-of-pocket (Deductible + copay) Single/family	\$1,000/\$2,000	\$1,100/\$2,500	\$1,900/\$4,100
Office Visit Copay/Coinsurance	\$20 Copay	15%	35%
Inpatient Hospital Copay/Coinsurance	\$200 copay	15%	35%
Emergency Room	\$100 copay (\$150 for out-of-network)	\$200 copay, 15% coinsurance	
Retail Prescription Drug (Mail 2x Copay)	Copays apply to out-of-pocket maximum	Out-of-pocket limit on Rx drugs: \$1,500/\$3,000	
Generic	\$10 copay	\$7 copay	
Brand Formulary	\$20 copay	\$30 copay	
Non-Formulary	\$30 copay	\$60 copay	
Benefit Access Fee	\$0	\$100	
Actuarial Value**	96%	91%	

*The HMO and PPO plans designs in 2019 are the same as the Gold plan designs in 2018. There are no Silver or Bronze plan designs in 2019.

** Actuarial Value: The percentage of total average costs for covered benefits that a plan will cover. For example, the person would be responsible for 4% of the costs of all covered benefits if the plan selected has an actuarial value of 96%, on average; and, the person would be responsible for 9% of the costs of all covered benefits if the plan selected has an actuarial value of 91%.