

**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: Early Retiree Subsidy**

**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:

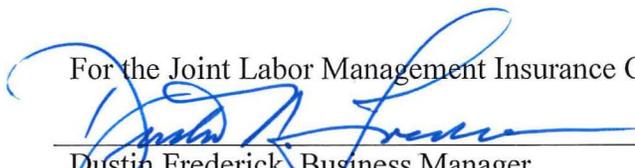
1. JLMIC-Eligible Employees who retire from County service and elect a JLMIC benefits plan upon retirement shall be eligible for a medical premium subsidy, as provided under Section 2 below, provided they meet the following terms and conditions:

- a. The JLMIC-Eligible Employee retires as defined by the County.
- b. The JLMIC-Eligible Employee retires in 2019 or 2020; or,
- c. The JLMIC-Eligible Employee retired between January 1, 2016 and December 31, 2018, and elects a JLMIC plan during open enrollment for the 2019 benefit year (there is no retroactive application of the subsidy prior to 2019).
- d. The JLMIC-Eligible Employee is not eligible for Medicare.

2. The medical premium subsidy shall be the COBRA rate for each offered medical plan (e.g., PPO, HMO) and plan tier (e.g., retiree only, retiree and spouse, retiree and child(ren), retiree and full family).

3. **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

10/18/18  
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

10/18/18  
Date

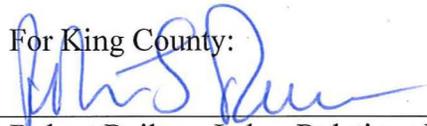
For King County:



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

10.18.18  
Date

For King County:



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

10/18/18  
Date