

LETTER OF AGREEMENT

BETWEEN

GRAND TRAVERSE COUNTY

AND

**GRAND TRAVERSE COUNTY CENTRAL DISPATCH
TEAMSTERS STATE,COUNTY & MUNICIPAL WORKERS LOCAL 214**

Regarding Payment in Lieu of Health Care Coverage

WHERE AS parties to a collective bargaining agreement expiring December 31, 2019 have agreed to change language in regard to "Payment in Lieu of Health Care Coverage"

The Union and Employer agree to the following language changes:

**ARTICLE XVI
INSURANCE AND PENSION**

Section 16. Health Insurance

B. Payment in Lieu of Health Care Coverage: Employees who are eligible for the County's health plan, and who have other medical coverage, shall have the option of receiving an annual payment in lieu of such coverage in the amount of two thousand dollars (\$2,000) on a pro-rated basis based upon FTE or PTE and based upon months of service, subject to carrier regulations and applicable law. This payment shall be made on the first pay date in December. Payment is pro-rated for individuals who leave employment or drop coverage mid-year. Employees may choose between the payment and coverage in the County's plan during open enrollment period.

An employee must provide proof of insurance under a qualified group plan for the employee and eligible dependents as defined or required by the Affordable Care Act or implementing regulations and complete all forms or certifications required by the County and under the Affordable Care Act,

Should insurance coverage through the secondary source terminate for any reason, the employee should notify the Employer within thirty (30) days and re-enroll in the County health insurance program.

Whereby all other terms and conditions of the current agreement remain unchanged and in effect, the parties signify agreement to the above by representative signature appearing hereon.

FOR THE EMPLOYER:



Robert Hentschel, Chairman, County Board of Commissioners

 1-30-19

Nathan Alger, County Administrator

Date

FOR THE UNION:



Robert V. Donick, Business Representative

1/30/19

Date



Jim Danek, Steward

01-29-2019

Date