

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO. 12-07-25-05

) IN THE MATTER OF APPROVING THE
) MEMORANDUM OF UNDERSTANDING
) BETWEEN LANE COUNTY AND THE
) LANE COUNTY PEACE OFFICERS'
ASSOCIATION

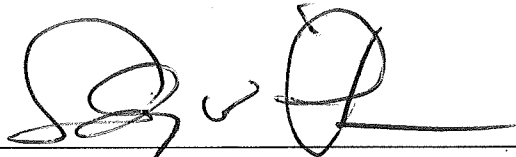
WHEREAS, a Memorandum of Understanding has been reached between Lane County's bargaining team and the Agreement between Lane County and Lane County Peace Officers' Association

WHEREAS, the Memorandum of Understanding is consistent with the guidelines set forth by the Board of County Commissioners.

IT IS NOW HEREBY ORDERED that the attached Memorandum of Understanding between Lane County and Lane County Peace Officers' Association is approved.

IT IS FURTHER ORDERED that the County Administrator and the County's bargaining team be authorized to execute the Memorandum of Understanding on behalf of the County.

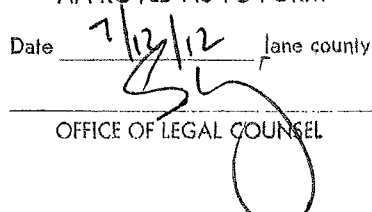
DATED this 25th day of July 2012.



Sid Leiken, Chair
Lane County Board of County Commissioners

APPROVED AS TO FORM

Date 7/12/12 lane county



OFFICE OF LEGAL COUNSEL

Memorandum of Understanding Summary 2012-2013

Article X Wages

- Rollover of the current contract for one year to June 30, 2013
- 0% wage increase for FY 12/13
- Each Member employed as of May 25, 2012 will receive a one-time payment of \$750.00.

Article XII Insurance

Effective January 1, 2013, LCPOA moved from the County's Standard health insurance plan to one of the following plans: Health Savings Account (HSA) and the Co-Pay plan.

Costs

Taking into account the onetime \$750 payment together with the move to the new health insurance plans in January 2013, this agreement for FY 12-13 resulted in estimated total savings of approximately \$183,000 which were used to help restore jail beds and patrol function in the Sheriff's Office through the budget process.

One Year Agreement, ending June 30, 2013.

Lane County Copay Plan – LCPOA

Plan Years commensurate January 01 through December 31

Lane County - Prime/Copay Plan	Participating Providers		Out of Network
Lifetime Maximum	Unlimited		Unlimited
Annual Deductible	None		None
Annual Out-of-Pocket Maximum (per person)	\$1500/\$4500		\$1500/\$4500
PREVENTIVE SERVICES			
Well Baby Care	100%		50%
Periodic Health Exams	100%		50%
Routine Women's Exam (including pap test & breast exam)	100%		50%
Immunizations	100%		50%
PROFESSIONAL SERVICES			
Office Visits	\$25 copay		50%
Mental Health/Chem. Dep. Office Visits	\$25 copay		50%
Surgery	\$25 copay		50%
Urgent Care Office Visits	\$25 copay		50%
HOSPITAL SERVICES			
Inpatient Room and Board	*\$250 per day		50%
Inpatient Rehabilitative Care	*\$250 per day		50%
Skilled Nursing Facility Care	*\$250 per day		50%
OUTPATIENT SERVICES			
Outpatient Surgery	\$250 copay		50%
Outpatient Diagnostic X-Ray and Lab	No copay		50%
Specified Imaging (MRI, CT, PET scans)	80%		50%
EMERGENCY CARE			
Emergency Room Facility	100% after \$250 copay		50%
OTHER COVERED SERVICES			
Physical Therapy	\$25 copay		50%
Ambulance to nearest facility	100% / \$50 copay		100% / \$50 copay
Durable Medical Equipment/Prosthetics	80%		80%
Home Health, Hospice, and Respite Care	100%		100%
Alternative Care (\$500 annual max, including chiro)	\$25 Copay \$500/yr max***		Not Covered
**Vision	Exam Only		Exam Only
Rx	Retail 30 day supply	Mail Order 90 day supply	Out of Network
Generic / Preferred / Non-Preferred	15 / 30 / 35***	2x copay	50% or the retail pharmacy copay, whichever is greater

* Co-Pay subject to 5 day maximum

** Exam every 24 months for adults

Must designate a primary care provider

***Rx/Alt Care co-pays do not apply toward maximum out of pocket

Lane County High Deductible Plan – LCPOA

Plan Years commensurate January 01 through December 31

Lane County HSA Plan	Participating Providers		Out of Network
Lifetime Maximum	Unlimited		Unlimited
Annual Deductible; Coinsurance	\$1,500 / \$3,000		\$1,500 / \$3,000
Annual Out-of-Pocket Maximum (Individual / Family)	\$3,000 / \$6,000		\$3,000 / \$6,000
PREVENTIVE SERVICES			
Well Baby Care	100%		60%
Periodic Health Exams	100%		60%
Routine Women's Exam (including pap test, pelvic exam & breast exam)	100%		60%
Immunizations	100%		60%
PROFESSIONAL SERVICES			
Office Visits	80%**		60%
Mental Health/Chem. Dep. Office Visits	80%**		60%
Surgery	80%**		60%
Urgent Care Office Visits	80%**		60%
HOSPITAL SERVICES			
Inpatient Room and Board	80%**		60%
Inpatient Rehabilitative Care	80%**		60%
Skilled Nursing Facility Care	80%**		60%
OUTPATIENT SERVICES			
Outpatient Surgery	80%**		60%
Outpatient Diagnostic X-Ray and Lab	80%**		60%
Specified Imaging (MRI, CT, PET scans)	80%**		60%
EMERGENCY CARE			
Emergency Room Facility	80%**		60%
OTHER COVERED SERVICES			
Physical Therapy	80%**		60%
Ambulance to nearest facility	80%**		60%
Durable Medical Equipment/Prosthetics	80%**		60%
Home Health, Hospice, and Respite Care	80%**		60%
Alternative Care (\$500 annual max, including chiro)	80%**		60%
Vision	*Exam Only		Exam Only
Rx	Retail 30 day supply	Mail Order 90 day supply	Out of Network
Generic / Preferred / Non-Preferred	80%**	80%**	50% or the retail pharmacy copay, whichever is greater

* Exam every 24 months for adults

** Subject to Deductible

Per IRS rules establishment of a Health Savings Account makes the employee ineligible for a Flexible Spending Account through Lane County.

MEMORANDUM OF UNDERSTANDING
BETWEEN
LANE COUNTY
AND
LANE COUNTY PEACE OFFICERS' ASSOCIATION

The parties agree as follows:

1. Rollover of the current contract for one year to June 30, 2013.
2. 0% Cost of Living Adjustment for FY 2012-2013.
3. LCPOA represented employees will move to the County's new health benefits plans (co-pay plan and high deductible/health savings account plan) as of January 1, 2013.
4. For employees who elect the HSA plan, as of January 1, 2013, the County will pay into the employee's HSA account the full amount of one year's annual deductible under the HSA plan for the employee/the employee's family.
5. The County will pay each LCPOA represented employee employed with the County as of May 25, 2012 a one-time payment of \$750.00 on the August 10, 2012 paycheck.
6. If, during the term of the extended contract, the County provides any other County workgroup or bargaining unit with insurance benefits or an insurance benefits plan in addition to the new health benefits plans (co-pay and HSA plans), LCPOA represented employees will have the option to elect to receive the other insurance benefits or enroll in the other insurance benefit plan.
7. For purposes of bargaining the next successor contract, including interest arbitration, neither LCPOA's current health plan nor the County's new health benefits plans to be implemented January 1, 2013 will be considered the status quo.
8. The County Administrator will recommend to the County Budget committee using \$2 million of Road Funds to fund rural patrol for FY 12-13 and allocating funds to maintain 35 jail beds.

Sheriff Tom Turner

Date: _____

County Administrator Liane Richardson

Date: _____

On Behalf of LCPOA

Date: _____

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Sheriff Tom Turner

Date:

7/10/12

On Behalf of LCPOA

Date:

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County Administrator Liane Richardson

Date:

7/10/12