

Memorandum of Agreement (MOU)  
By and Between  
Sedro-Woolley  
And  
Sedro-Woolley Public Safety Guild (SWPSG)

Re: Medical Insurance Benefits

1. The parties to this MOU have current collective bargaining agreements (CBA's) that run through December 31, 2009 covering both commissioned and support employees in the Sedro-Woolley Police Department.
2. The City is experiencing lower than anticipated sales tax revenue to the general fund which helps fund the police department. In an effort to help the overall budget, the Guild is agreeing to change medical plans effective August 1, 2010, to save the City money.
3. The following paragraphs of the CBA's are amended, effective August 1, 2010:

COMMISSIONED

11.1 For the term of this Agreement, employee and dependent health and welfare coverage will be provided through the Association of Washington Cities Regence Blue Shield **Health First** Medical Plan, Washington Dental Service **Plan F** and Vision Service Plan (no deductible). For the term of this Agreement, the employee shall contribute to the cost of these insurance premiums through payroll deduction as follows.

SUPPORT

11.1 For the term of this Agreement, employee and dependent health and welfare coverage will be provided through the Association of Washington Cities Regence Blue Shield **Health First** Medical Plan, Washington Dental Service **Plan F** and Vision Service Plan (no deductible). For the term of this Agreement, the employee shall contribute to the cost of these insurance premiums through payroll deduction as follows.

IT IS AGREED this 14<sup>th</sup> day of July, 2010.

City of Sedro-Woolley

  
By: ERON BERG, City Supervisor

Sedro-Woolley Public Safety Guild

  
By: MIKE ELLIS, President