

**Memorandum of Understanding**

This Agreement shall be effective from September 1, 2012, through August 31, 2013.

Insurance changes:

- In Network deductibles from \$250/\$500 to \$300/\$600
- Out of Network deductibles from \$250/\$500 to \$600/\$1200
- In network and out of Network deductibles are now separate, and must be met individually
- Urgent Care from \$15 to \$25
- Deductibles will not change until January 1, 2013

2% wage increase or \$.30 per hour on base, whichever is greater for the employee

For OAPSE/AFSCME Local 4 and its Local 103

For the Tuscarawas County Board of DD

\_\_\_\_\_  
\_\_\_\_\_

*[Signature]*  
*July 5 5 4*

*Angela Pindigni 7/17/12*  
*Nerette Jolsom (6/25/12)*

Date: \_\_\_\_\_

Date: 7/9/12

Approved by the Tuscarawas County Commissioners as to any funds necessary to implement the agreement that have not previously been approved:

*James Selbenry*  
*Kerry Metzger*  
*Chris Muhl*