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AGREEMENT

This Agreement is entered into by the Hamilton Township Board of Trustees and the Fraternal Order of Police, Ohio Labor Council, Inc. ("FOP"), the union representing bargaining units of Township Employees in the classifications of Administrative Assistants, Police Officers, and Sergeants as certified by the Ohio State Employment Relations Board.

WHEREAS, The Township's insurance carrier, Health Plan, has gone out of business mandating a mid-year change in insurance carriers; and

WHEREAS, The Township has chosen a new provider, United Health Care to carry its insurance through December 31, 2016; and

WHEREAS, the Union agrees that the proposed UHC 3JZ plan provided to it on August 1, 2016 is substantially equivalent to the prior plans under the negotiated terms herein.

NOW THEREFORE, the Township, the FOP-OLC and the represented members agree as follows:

1. Effective September 1, 2016 the Township will Offer a HSA Plan (UHC 3JZ).

2. Although characterized as a HSA Plan, the Parties agree it will function as a HRA through December 31, 2016 under the same terms and conditions as the plan that was in place through August 31, 2016.

3. Effective September 1, 2016 the Township may, in its sole discretion offer an alternate plan in addition to the HSA plan referenced above. Bargaining unit employees who chose an alternate plan will contribute to the plan in the same manner as is offered to all other Township Employees.

FOR: HAMILTON TOWNSHIP BOARD OF TRUSTEES:

Trustee David Wallace

Trustee Joe Walker

Trustee Kurt Weber

Kellie Krieger Human Resources

Township Administrator Ray Warrick

FOR: THE FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL, INC.

Mark Scranton, Staff Representative

Officer Quillan Short

Sergeant Tim Rector

Admin Assistant Mona Bailey