

11-15-2018
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17-MED-07-0814
K36785

MEMORANDUM OF UNDERSTANDING TO RESOLVE FOP BEACHWOOD LODGE 86
GRIEVANCE (SERGEANTS AND LIEUTENANTS)

HEALTHCARE DEDUCTIBLES

WHEREAS, as a result of a certain Internal Revenue Service Procedural Ruling, known as Revenue Procedure 2017-37, as of August 1, 2018, the City's health insurance minimum individual and family embedded deductible amount was raised from \$2600.00 to \$2700.00; and

WHEREAS, in addition, the family deductible was raised from \$5200.00 to \$5400.00; and

WHEREAS, in light of these increases, the Union filed a grievance alleging the City failed to maintain the healthcare deductible amounts of \$2600.00/\$5200.00 as agreed upon in the collective bargaining agreement entered into with the Union; and

WHEREAS, the parties now desire to resolve the grievance.

NOW, THEREFORE, the parties agree to resolve the grievance as follows:



1. The City agrees to pay any bargaining unit member with health insurance coverage, for any bargaining unit member or covered family member that exceeds the annual single or individual family embedded healthcare deductible of \$2600.00, an amount determined to be the actual amount expended over \$2600.00, but not to exceed \$100.00, to compensate for the increase in the healthcare deductible to \$2700.00.
2. The City agrees to pay any bargaining unit member with family health insurance coverage that exceeds the annual family healthcare deductible of \$5200.00, an amount determined to be the actual amount expended over \$5200.00, but not to exceed \$200.00, to compensate for the increase in the healthcare deductible to \$5400.00.
3. As of the effective date of this Memorandum, claims for reimbursement may be submitted to the City's Human Resources Department, and upon appropriate verification, the reimbursable amount will either be paid into the bargaining unit member's HSA or directly reimbursed to the bargaining unit member.

This Memorandum shall become effective and binding on the parties when it is ratified by the Union and City Council.

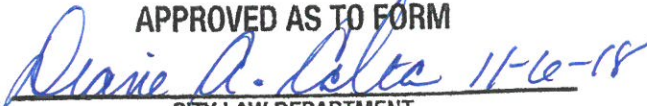
CITY OF BEACHWOOD:


Martin S. Horwitz, Mayor

FOP LODGE 86:


Lt. Kevin Owens
 11/2/18
Chuck Aliff, FOP/OLCI Staff Representative

APPROVED AS TO FORM

 11-16-18

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