

Resolution 18-58

MEMORANDUM OF UNDERSTANDING

WHEREAS, the Illinois Fraternal Order of Police Labor Council (hereafter "Labor Council") and the Ford County Board (hereafter "Board") are parties to a Collective Bargaining Agreement for the period December 1, 2015 through November 30, 2019;

WHEREAS, a dispute has arisen between the FOP and the Board with regard to a change in the insurance policy selected by the Board which is further defined in a grievance filed by David McGinness, on behalf of all affected bargaining unit members, on June 21, 2017;

WHEREAS, the Board and the Labor Council wish to resolve the grievance.

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

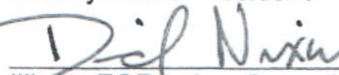
1. The Board shall reimburse affected bargaining unit members for in-network deductibles incurred in excess of \$0.00 per employee or covered individual on the employee's plan for the time period July 1, 2017 through June 30, 2018. The Board shall not contribute to any out-of-network deductibles.
2. The Board shall set aside \$11,000.00 for the time period July 1, 2017, through June 30, 2018, to assist employees with in-network deductible expenses in excess of \$0.00 (hereafter "Reimbursement Fund"). Employees may submit a Request for Reimbursement with supporting documentation for in-network deductible costs incurred.
3. A Request for Reimbursement, with supporting documentation of in-network deductible costs, shall be provided to the Sheriff no later than the first Friday of each month for payment during the month of submission of the Request for Reimbursement. A form reimbursement request is attached to this Agreement and marked as Exhibit A.
4. The grievance filed June 21, 2017, is withdrawn with prejudice, and David McGinness and the FOP agree not to pursue any other legal or administrative claim over the circumstances that led to the filing of the aforementioned grievance filed June 21, 2017. This Memorandum of Agreement resolves any and all disputes, disagreements, or complaints, known or unknown, related to selection of the Insurance Plan for the period January 1, 2017 through June 30, 2018.
5. In executing and adopting this Memorandum of Understanding, the Board and the Labor Council represent and avow that each has authority to enter into this Memorandum of Understanding, and that it is binding on all parties for the duration of the current Insurance Plan, unless the parties otherwise agree, in writing, to modify or extend the terms of this Memorandum of Understanding.



County Board President

8-13-18

Date



Illinois FOP Labor Council

7/24/18

Date