

MEMORANDUM OF UNDERSTANDING
By and Between
KITSAP COUNTY, KITSAP COUNTY SHERIFF'S OFFICE
And
DEPUTY SHERIFF'S GUILD

KC-472-23-A

RE: HRA VEBA

This Memorandum of Understanding (MOU) is by and between Kitsap County ("Employer") and Kitsap County Deputy Sheriff's Guild ("Guild"). The parties mutually agree as follows:

Background

The Employer has adopted the health reimbursement arrangement (HRA) plans offered and administered by the Voluntary Employees' Beneficiary Association Trust for Public Employees in the Northwest ("Plan"). The Plan is designed with a variety of coverage options to allow for the maximum benefit permitted by applicable law. The Guild informed the Employer that a vote of the members of the Guild occurred, and the membership voted to participate. All employees whose positions are represented by the Guild's bargaining unit are required by IRS rules to contribute the same amount. Employer agrees to contribute to the Plan on behalf of all employees in the Guild defined as eligible to participate in the Plan, in accordance with Plan and regulatory limitations. The Plan must receive an enrollment file for each eligible employee to become a participant and become eligible for benefits under the Plan.

Agreement

1. HRA VEBA


- a. Mandatory Employee Contributions (no individual elections permitted):
The Employer and the Guild agree that the Guild's compensation package will be changed such that eligible employees shall receive additional benefits in the form of HRA VEBA Plan contributions equal to \$50.00, which shall be contributed on a bi-weekly basis, and each employee's salary shall be reduced by an equal amount. Such contributions shall be made on behalf of all Guild employees defined as eligible and shall be considered and referred to as Employee contributions.

2. Except as expressly provided in this Memorandum of Understanding, all other terms and conditions of the parties' original Contract, and subsequent amendments, addenda or modifications thereto, remain in full force and effect.

This Memorandum of Understanding shall be effective the first day of the first full pay period after execution and shall terminate upon expiration of the collective bargaining agreement KC-472-23.

DATED this _____ day of _____, 2024.

DEPUTY SHERIFFS GUILD


Eric Adams, President 1/5/24
Date

KITSAP COUNTY SHERIFF'S OFFICE


John Gese, Sheriff 1/10/24
Date

DATED or ADOPTED this 8th day of January, 2024.

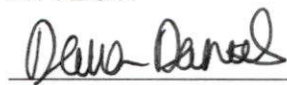
**BOARD OF COUNTY COMMISSIONERS
KITSAP COUNTY, WASHINGTON**


KATHERINE T. WALTERS, Chair


CHRISTINE ROLFES, Commissioner


CHARLOTTE GARRIDO, Commissioner

ATTEST:


Dana Daniels, Clerk of the Board