

**MEMORANDUM OF UNDERSTANDING**  
**by and between**  
**CITY OF MOUNT VERNON**  
**and**  
**TEAMSTERS LOCAL 231**

**THIS MEMORANDUM OF UNDERSTANDING (MOU)** is entered into to document the mutual agreement between the City of Mount Vernon, Washington, hereinafter referred to as the "City" and the Teamsters Local 231 hereinafter referred to as the "Union". This MOU documents the change to the medical insurance provided by the City in Article 20 Health and Welfare.

**20.1** Effective January 1, 2023, City of Mount Vernon Employees and their dependents shall be offered two (2) healthcare plans: The Regence HealthFirst 250 deductible plan and the Regence High Deductible Plan (with BPAS VEBA contribution).

The City agrees to pay one hundred percent (100%) of the employee only premium for the high deductible plan and ninety percent (90%) of the employees' dependents. The City will pay fifteen hundred dollars (\$1500.00) for the individual and three thousand dollars (\$3000.00) for the family through a VEBA (employees will receive benefit cards). VEBAs will be prorated based on hire date of the employee. The City will pay the additional out of pocket expenses for employees with the exception of the one thousand dollars (\$1000.00) for individual and family.

Employees may enroll themselves and dependents in the two hundred fifty dollar (\$250.00) deductible plan. The premium share for employee and dependent coverage shall be split with the City as follows: eighty percent (80%) of the premium shall be paid by the City and twenty percent (20%) shall be paid by the employee.

Spouses that are both employed at the City may only opt themselves out of the City plan when their dependents are covered under the spouses plan at the City.

**20.2** In order to maintain Employer paid medical, dental, vision and prescription drug benefits, Employees must receive compensation for at least eighty (80) hours during the month. However, eligible Employees may continue benefits at their own expense if their compensated hours are less than eighty (80) hours.

**20.3** Dental: Effective January 1, 2020, Employees and their dependents may enroll in Delta Dental or Willamette Dental. The City will pay one hundred percent (100%) of the monthly premium for Employee only coverage and ninety percent (90%) of the monthly premium for dependents under the Delta Dental Plan. The City will pay the same percentages toward the Willamette Dental Plan.

