

MEMORANDUM OF AGREEMENT

By and between the City of Albany

and

The Albany Police Association

RE: Article 19 Medical, Vision and Dental Insurance

(Plan Year 2009 – 2010)

The City and APA acknowledge there are benefits to both parties by having a work force that is physically and mentally healthy. One aspect of ensuring good health is for employees to be aware of any personal health risks. To gain such awareness the parties encourage employees to have their health assessed by health professionals on a regular basis. Therefore, the parties agree to the following Health Assessment Incentive Program to incentivize employees to have their health risks assessed.

1. During the medical insurance plan year that begins July 1, 2009 and ends June 30, 2010, employees who meet all conditions set forth in this Agreement, by April 30, 2010, shall have a portion of their out-of-pocket costs for medical insurance premiums, as established under Article 19 of the Collective Bargaining Agreement, waived by the City.
2. The amount waived shall be equal to the out-of-pocket premium costs for an employee who selects "employee only" coverage. The effective date of waiving this portion of employee premium costs shall be the first of the month following the month in which the employee provides the City with confirmation that they have completed all required health screenings and completed the health assessment questionnaire. The waiver shall remain in effect for the remainder of the 2009 – 2010 insurance plan year.
3. To be eligible for the partial premium waiver, employees must provide the City with written confirmation from a licensed health care provider that the employee has had the following health screenings since January 1, 2009.
 - a) blood pressure check
 - b) cholesterol check
 - c) glucose check
 - d) additionally, the employee must complete or update a health risk assessment questionnaire on the Pacific Source website.
4. To assist employees in obtaining the required health screenings, the City will arrange with Albany General Hospital to provide such screenings at City Hall and the Albany Police Department. The Parties acknowledge that the cost will be \$17.50 per employee, of which, Pacific Source has agreed to pay half (\$8.75 per employee). The Parties agree to split the remaining cost evenly, with each Party paying \$4.375 per employee.
5. The Parties agree that Pacific Source will comply with HIPPA and not share with the City an individual's health information contained on the assessment questionnaire or any conclusions made by the assessment tool as to the employee's health risks. Pacific Source will only inform the City that the employee has fully completed the questionnaire. Pacific Source may also

provide the City with aggregate information that does not contain personally identifying information.

6. The Parties acknowledge that this is a trial program to encourage employees' self-awareness of their individual health risks. This program shall not extend beyond June 30, 2010 unless specifically agreed to by the Parties. The Parties shall meet and confer in or around April 2010, regarding the success of the program and whether or not to expand upon and/or continue the program in future insurance plan years. This "meet and confer" obligation shall not constitute an obligation to bargain under ORS 243.

For APA:



A handwritten signature in black ink, appearing to read 'Robin McKnight', written over a horizontal line.

Robin McKnight, APA Representative

For the City:



A handwritten signature in black ink, appearing to read 'David Shaw', written over a horizontal line.

David Shaw, Human Resources Director