

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is agreed to by and between the City of Morrison Police Department and the City of Morrison and the Illinois Fraternal Order of Police Labor Council to clarify language specific to Article 10, Section 10.9 (B) Retirement Insurance Premium Cost Sharing in the current Collective Bargaining Agreement May 1, 2017 through April 30, 2020 through and continuing between the parties. All current provisions shall remain as stated in the Collective Bargaining Agreement. The parties agree as follows:

If a retiree elects to be on a non-city health insurance plan, then the city shall reimburse the retiree one-third (1/3) of the cost as if he/she would have stayed on the City's health insurance program. As an example:

### IF RETIREE STAYS ON THE CITY'S HEALTH INSURANCE PLAN

Total retiree premium cost if he/she stays on the City's health plan:	\$750.00/Month
The City shall pay one-third (1/3) of the cost for the retiree:	\$250.00/Month
Retiree pays to be on the City's health plan:	\$500.00/Month

### IF THE RETIREE ELECTS TO BE ON A NON-CITY HEALTH INSURANCE PLAN

Total retiree premium cost if he/she would have stayed on the City's health plan:	\$750.00/Month
The City shall reimburse one-third (1/3) of that cost to the retiree:	\$250.00/Month

The City shall reimburse the retiree one-third (1/3) of the cost as if he/she would have stayed on the City's health insurance program regardless of what it costs the retiree to be on the non-city health insurance program so long as one-third (1/3) of the City's premium costs do not exceed the total cost of the retiree being on the non-city health insurance plan. If one-third (1/3) of the City's premium costs exceeds the total cost of the retiree's premium costs, then the City will pay up to the total cost of the non-city health plan but will not exceed those costs. As an Example:

Total retiree premium cost if he/she stays on the City's health plan:	\$750.00/Month
The City shall reimburse one-third (1/3) of the cost to the retiree:	\$250.00/Month
Total retiree non-city health insurance premium cost:	\$230.00/Month
City shall reimburse the retiree:	\$230.00/Month

OR:

Total retiree premium cost if he/she stays on the City's health plan:	\$750.00/Month
The City shall reimburse one-third (1/3) of the cost to the retiree:	\$250.00/Month
Total retiree non-city health insurance premium cost:	\$260.00/Month
City shall reimburse the retiree:	\$250.00/Month

For the Employer:

For the Union:

  
November 27, 2017  
Date  
Barry Dykhuizen  
City Administrator

  
12-11-17  
Date  
Jay Titus  
Field Representative  
IL FOP Labor Council

  
11-27-17  
Date  
Brian Melton  
Chief of Police

  
12/8/17  
Date  
Curt Workman  
Bargaining Unit Chairman