

**AMENDMENT TO 2022-2024 COLLECTIVE BARGAINING AGREEMENT
BETWEEN CUYAHOGA COUNTY AND
CUYAHOGA COUNTY DEPUTY SHERIFF'S SUPERVISORS ASSOCIATION
REGARDING 2024 HEALTH INSURANCE**

Cuyahoga County and Cuyahoga County Deputy Sheriff's Supervisors Association, representing the Cuyahoga County Deputy Sheriff's Sergeants, are parties to a Collective Bargaining Agreement for the period of January 1, 2022, through December 31, 2024 (the "CBA"). This document outlines the Amendment to the CBA.

Pursuant to Article 21 Group Insurance, the CBA includes a provision for re-opener negotiations for 2024 Health Insurance percentage contributions.

The parties engaged in good faith negotiations and reached an agreement as stated below.

Terms: Article 21 of the CBA between the Parties is amended as follows (deleted language is stricken and new language appears in **Bold**):

Article 21. GROUP INSURANCE

SECTION 1. An eligible employee is defined as a full-time Employee covered by this Agreement. The Flex Count Plan (the plan) is defined as the section 125 or cafeteria plan, which is provided by the Employer for health insurance benefits for County employees. The Employer shall provide eligible employees the opportunity to enroll in the plan once during each plan year at its annual open enrollment period. The plan year commences on January 1, and ends on December 31 of the calendar year, but is subject to change.

SECTION 2. Effective no sooner than 30 days following full execution of the Agreement, bi-weekly employee contributions for medical, prescription drug, and ancillary (i.e. dental and vision) benefits shall be determined as follows:

A) METROHEALTH PLAN

- 1) For all three years of the Agreement, the County shall offer a plan through MetroHealth at no biweekly cost to employees.
- 2) The bi-weekly contribution for a non-HSA plan offered through MetroHealth shall be as follows:
 - a. 2022: 93% Employer, 7% Employee
 - b. 2023: 93% Employer, 7% Employee
 - c. 2024: **93% Employer, 7% Employee** ~~re-opener for the percentage / share of County / Employee bi-weekly premium contributions only.~~

B) OTHER PLANS

Bi-weekly health insurance contribution rates for all other plans shall be as follows:

- 1) 2022: 86% Employer, 14% Employee
- 2) 2023: 86% Employer, 14% Employee



3) 2024: **86% Employer, 14% Employee** ~~re-opener for the percentage / share of County / Employee bi-weekly premium contributions only.~~

C) DENTAL AND VISION

Effective January 1, 2022, the Employer shall pay 86% of plan costs and the employees shall pay 14% of plan costs. Effective January 1, 2023, the Employer shall pay 86% of plan costs and the employees shall pay 14% of plan costs. **Effective January 1, 2024, the Employer shall pay 86% of plan costs and the employees shall pay 14% of plan costs.** ~~For 2024, there shall be a re-opener for the percentage / share of County / Employee bi-weekly contribution rates only.~~

SECTION 3. The costs of the medical and prescription drug plans will be determined through an actuarially certified process that is verified through an outside party and that includes reserves necessary to sustain the plans. In successive plan years, the Employer may add to or delete plans/providers offered and/or employees may be offered additional plans with reduced or increased benefit levels.

SECTION 4. The Employer shall be entitled to increase the cost containment features of the Flex Count plans which may include, but are not limited to deductibles and co-insurance.

SECTION 5. The Employer may implement or discontinue incentives for employees to participate in Employer sponsored wellness programs, including, but not limited to, the right to offer the opportunity to reduce employee contributions through participation in wellness programs as determined by the Employer.


SECTION 6. The Employer may offer incentives to encourage use of low cost providers/plans (including HSA plans) which may be discontinued or modified by the Employer in future plans years with notification to the Union.

SECTION 7. A waiting period of no more than one hundred twenty (120) calendar days may be required before new Employees are eligible to receive health and/or other insurance benefits. During the waiting period, the Employer may require employees who desire coverage to purchase it through a third-party vendor instead of participating in the County plans that are offered to regular full-time employees. New employees shall be eligible to participate in the County plans on the first date of the first month following completion of the waiting period.

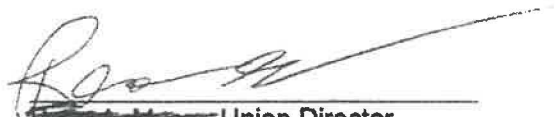
SECTION 8. Prior to adopting any change in the health insurance plans impacting the bargaining unit, the Employer shall meet with a union committee comprised of a Union representative and three (3) bargaining unit members. The purpose of the meeting is to provide the Union with an opportunity to discuss possible changes in the plans and to offer its input.




FOR THE UNION:


Stephen S. Lazarus, Union Attorney

6/13/24
Date


~~Reynaldo Grego~~ Union Director
Reynaldo Grego
1-12-24
Date

FOR THE COUNTY:


Chris Ronayne, Cuyahoga County Executive
or designee pursuant to Executive Order
EO2023-0003, dated July 6, 2023

1/25/24
Date

Approved as to legal form:


Reid W. Stephan
Assistant Law Director
Cuyahoga County Law Department

