

County of Kane
Office of County Board
Kane County Government Center

Karen McConnaughay
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DOCUMENT VET SHEET

for

Karen McConnaughay
Chairman, Kane County Board

Name of Document: Memorandum of Agreement

Submitted by: Al Westhoff

Date Submitted: 1.19.12

Examined by: Carl Tomlinberg
Michele Niermann
(Print name)

Michele Niermann
(Signature)

2.3.12
(Date)

Post on Web: Yes No Atty. Initials mn

Comments:

Chairman signed: Yes No 2/6/12
(Date)

Document returned to: _____

MEMORANDUM OF AGREEMENT

Pursuant to the December 1, 2012, Wage and Insurance Re-Opener which is part of the Collective Bargaining Agreement between the County of Kane, the Kane County Clerk and AFSCME Council 31, on behalf of and with Local 3966, which expires November 30, 2013, the parties agree as follows:

1. **Signing Bonus**

Pursuant to the Wage Re-Opener for 2012, upon ratification or shortly thereafter, Deputy Clerks shall receive a onetime ratification payment of 1 1/4% (less applicable deductions), based on present wage in a separate check. Furthermore, the Employer agrees that if it unilaterally grants non-bargaining unit employees a greater wage payment or increase than set forth herein (except in the case of promotions or substantial changes in job duties), the Union may again re-open negotiations regarding wages for 2012.

2. **Insurance**

The Insurance Plan Design for 2012 is attached hereto as Exhibit 1.

During 2012 of this Agreement, if other Union or non-Union employees covered by the Employer's group insurance plans are provided, voluntarily or through negotiations, with any additional benefits, or any enhanced benefits, or charged a lesser amount of the monthly contributions for the group insurance plan, then such additional benefits, enhanced benefits, or lesser monthly contributions shall likewise be provided to the bargaining unit members under this Agreement.

FOR THE EMPLOYER

FOR THE UNION


County Clerk


AFSCME Council 31, Local 3966

Dated: 1/12/12


Board Chairman

Dated: 2/6/12

EXHIBIT
1

Plan Options		2011 Current	2012		
PPO	Deductible:	In Network (EE/EE+1/Fam)	\$300/\$600/\$900	\$500/\$1,000/\$1,500	
		Out of Network (EE/EE+1/Fam)	\$600/\$1,200/\$1,800	\$900/\$1,800/\$2,700	
	Out of Pocket:	In Network (EE/EE+1/Fam)	\$1,750/\$1,500/\$2,250	\$1,000/\$2,000/\$3,000	
		Out of Network (EE/EE+1/Fam)	\$2,250/\$4,500/\$6,750	\$2,000/\$4,000/\$6,000	
	Co Pays:	Physician Office Visits:	Primary Care	\$20	\$20
			Specialist	\$20	\$40
			Emergency Services	\$100	\$250
		Rx:	Generic	\$15	\$10
			Formulary Brand	\$25	\$40
			Non-Formulary Brand	\$40	\$60
HMO	Co Pays:	Physician Office Visits:	Primary Care	\$20	\$25
			Specialist	\$30	\$35
		Emergency Services	\$100	\$250	
		Inpatient Co-pay	\$250	\$250	
	Rx:	Generic	\$10	\$10	
		Formulary Brand	\$15	\$20	
		Non-Formulary Brand	\$30	\$35	