Memorandum of Understanding
between the
Grand Rapids Community College
and
The Police Officers Labor Council
Campus Police Unit of Grand Rapids Community College (POLC)

November, 2013

GRCC and Campus Police (POLC) mutually agree to remove MESSA choices as an insurance plan option effective January 1, 2014. January 1, 2014, there will be four (4) WMHIP options available to POLC members. Article 11 Section 2 Hospital/Medical Insurance will be modified as follows:

Existing Language:

Section 2 Hospital/Medical Insurance

The College shall offer each full-time employee (32.5 hours per week) Hospital/Medical Insurance.

- Employees shall pay 13.38% of the Health Insurance Premium from July 1, 2011 – December 31, 2011
- Employees shall pay 20% of the Health Insurance Premium from January 1, 2012 – June 30, 2014

The current insurance carriers are as follows:
- MESSA Choices 2. No in-network deductible and $10/$20 drug card
- Priority Health HMO
  - MESSA Plan restrictions prohibit employee groups from offering alternate plans to members. Employees currently covered by Priority Health HMO can remain in the plan. No additional employees can select Priority Health as their provider as long as MESSA is the other insurance provider available.

New Language:

Health Insurance: The College shall follow the law with respect to employer contributions toward health care premiums. Effective January 1, 2014, Health Insurance Premiums will be subject to PA 152 CAP limits.

The College shall offer each full-time employee (32.5 hours per week) Hospital/Medical Insurance. Health care options are as follows:

A. WMHIP PPO Select 1
- In-network deductible - $0
- Out-of-network deductible – Single $250/Family $500
- Prescription Coverage – Retail 30 day $10/Generic $40/Brand
- Co-pays in-network $5 OV/Co-pays out-of-network 20% after deductible

B. WMHIP PPO Select 5
- In-network deductible - Single $250/Family $500
- Out-of-network deductible – Single $500/Family $1000
- Prescription Coverage – Retail 30 day $10/Generic $40/Brand
- Co-pays in-network $10 OV after deductible/Co-pays out-of-network 20% after deductible
C. WMHIP Versatile PPO, etc.
   - In-network deductible - Single $250/Family $500
   - Out-of-network deductible – Single $500/Family $1000
   - Prescription Coverage – Retail 30 day $10/Generic $40/Brand
   - Co-pays in-network $20 OV after deductible/Co-pays out-of-network 30% after deductible

D. WMHIP H.S.A.
   - In-network deductible - Single $1250/Family $2500
   - Out-of-network deductible – Single $2500/Family $5000
   - Prescription Coverage – (AFTER deductible) Retail 30 day $10/Generic $40/Brand
   - Co-pays in-network $0 OV after deductible/Co-pays out-of-network 20% after deductible

[Signatures and dates]

Tony Pinnick
GRCC POLC President

Debrah Sanders
GRCC Labor Relations

POLC Representative

11-7-13
11-5-2013

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date

11-7-13

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