JOINT MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

And

Teamsters Local 231

City's Contribution toward Medical Premiums

I. **PURPOSE:** This Memorandum of Understanding outlines the mutual understanding between the parties regarding the City's contribution toward medical premiums in 2024.

II. **SCOPE:** This agreement applies to all eligible Teamster's employees.

III. NO PRECEDENT: This agreement is not intended to set a precedent for similar circumstances in the future.

IV. **AGREEMENT:**

WHEREAS, the parties have been bargaining and as part of an overall economic proposal, a tentative agreement was made to implement an increase to the City's contribution toward medical premiums effective January 1, 2024.

WHEREAS, the City prefers to avoid processing complex retroactive calculations.

NOW, THEREFORE, the parties agree that:

- Effective January 1, 2024, the City will increase the City's contributions toward medical premiums by six percent (6%).

EXECUTED, this 21ST day of December, 2023 for **Teamsters, S&P**:

Rich Ewing, Teamsters 231
Secretary-Treasurer

DATED this 28th day of December, 2023 for the **CITY OF BELLINGHAM**:

Mayor

ATTEST:

Finance Director

Human Resources Manager
Director

APPROVED AS TO FORM:

Office of the City Attorney