

SIDE LETTER AGREEMENT

This Side Letter Agreement is entered into on the 6th day of April, 2021, by the VILLAGE OF MORTON (the "Employer") and the MORTON PARAMEDICS, LOCAL NO. 4952, OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO (the "Union").

WHEREAS, the parties have recently concluded negotiations for a successor collective bargaining agreement; and

WHEREAS, Employer and Union desire to enter into a Side Letter Agreement to reflect certain agreed upon modifications and supplemental agreements not reflected in the recently negotiated successor collective bargaining agreement; and

WHEREAS, the parties wish to commemorate these understandings and agreements without making extensive changes to the body of their collective bargaining agreement.

NOW, THEREFORE, BE IT AGREED BY THE EMPLOYER AND UNION AS FOLLOWS:

1. This Side Letter Agreement shall be appended as a part of the parties' collective bargaining agreement and subject to the grievance procedure set forth therein.
2. Notwithstanding the provisions of Article 12 of the collective bargaining agreement, for the limited time of January 1, 2021 through December 31, 2022, the Employer shall provide health insurance coverage in accordance with the summary of benefits and coverages attached hereto as Exhibit A. The current dental plan and the current vision plan shall remain in effect, unamended and unchanged by this Side Letter Agreement. Exhibit A reflects a PPO Plan and a High Deductible Health Plan. The Employer shall offer both the PPO and the High Deductible Health Plan to employees during the term of this Side Letter Agreement. In the event an employee elects coverage under the Employer's High Deductible Health Plan, the Employer shall annually contribute to that employee's HSA account an amount equal to the IRS maximum employer contribution for that calendar year in two installments. The first installment shall be paid as close to January 1 as practical and shall be in an amount equal to the \$5,600 for employees with family coverage and \$2,800 for employees with individual coverage. A second installment shall be paid by, on or before July 1 in each calendar year, which shall be an amount equal to the

difference between the IRS maximum HSA contribution level for that calendar year and the amount paid by the Employer on or about January 1. For employees who elect to participate in the Employer's PPO Health Plan, the Employer shall annually contribute to each employee's HRA account \$3,000 for employees with family health insurance coverage and \$1,000 with individual health insurance coverage. Any new employee who elects coverage under the Employer's High Deductible Health Plan shall receive their pro-rated share of the IRS maximum annual contribution. Any new hire who elects to participate in the Employer's PPO Plan shall receive a full annual HRA contribution with pro-ratio or adjustment of any kind.

3. Notwithstanding the provisions of Section 12.3 of the collective bargaining agreement, the employees shall contribute towards the cost of health insurance the following:

	<u>HDHP</u>	<u>PPO</u>
Single	\$104.00	\$117.00
Employee + child	\$191.00	\$215.00
Employee + spouse	\$208.00	\$234.00
Family	\$280.00	\$315.00

4. The provisions of paragraph 2 of this Side Letter Agreement shall expire at 11:59 p.m. on December 31, 2022. Thereafter the Employer shall remain bound and obligated by the provisions of the collective bargaining agreement, including the Employer's obligation to provide insurance at the levels which existed when the collective bargaining agreement was approved and including the employee contributions for health insurance as set forth in the collective bargaining agreement.

{THIS SPACE INTENTIONALLY LEFT BLANK}

IN WITNESS WHEREOF, the parties hereto have set their hand and seal this 6th
day of April, 2020.

VILLAGE OF MORTON

By Jeffrey L. Kaufman
Jeffrey L. Kaufman, Village President

James Holocker
James Holocker, President

ATTEST:

[Signature]
Village Clerk

[Signature]
Secretary/Treasurer