

SIDE LETTER AGREEMENT
Voluntary Vision Plan and Health Savings Account

This Side Letter is by and between the County of Contra Costa ("County") and, AFSCME Local 512 ("Local 512") and is effective October 1, 2016, subject to ratification by the membership of Local 512 and subsequent approval by the Board of Supervisors.

This Side Letter arises out of recommendations from the Joint Labor/Management Benefits Committee ("JLMBC") following its discussions about future medical, dental and vision plan design. The recommendations were that active employees have the option to participate in a voluntary vision plan and a health savings account. The County determined that these were constructive suggestions from the JLMBC that warranted pursuing with the individual employee organization members of the JLMBC, such as Local 512. As a result, the County and Local 512 agree as follows:

1. The County will offer active permanent full and active part-time employees the option to enroll in a voluntary vision plan during open enrollment for the 2017 Plan Year. Employees will pay the full premium cost of the plan. The County will contract with VSP Vision Care for a voluntary vision plan with no co-pays. The vision plan is not available to permanent-intermittent or temporary employees.
2. The County will coordinate with Kaiser Permanente to offer a Health Savings Account ("HSA"). Employees may select an HSA under the following conditions:
 - a. Only active permanent full and active part-time employees who are enrolled in the Kaiser High Deductible Health Plan may elect to initially enroll in the HSA. The HSAs are not available to permanent-intermittent or temporary employees.
 - b. Employees may only contribute up to the maximum annual contribution rate for HSAs as set forth in the United States Internal Revenue Code.
 - c. Funds contributed to the HSA are invested as directed by the employee. The County does not provide any recommendations or advice on investment or use of HSA funds.
 - d. Employees are responsible for paying any HSA account management fees charged by the HSA administrator.
 - e. The County does not manage or administer the HSAs.

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This Side Letter will remain in effect for the term of the current Memorandum of Understanding ("MOU") between the County and Local 512 (July 1, 2016 – June 30, 2019). The terms of this Side Letter will be incorporated into the successor MOU unless otherwise negotiated by the parties. All other terms and conditions of the current MOU between Contra Costa County and Local 512 remain unchanged by this Side Letter.

Date: 10/12/18

Contra Costa County:
(Signature / Printed Name)

AFSCME LOCAL 512:
(Signature / Printed Name)

Labor Relations

[Signature] / Jeffrey Bailey

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[Signature] / Felix M. HERTZ

[Signature] / CARIE DELBONTA

[Signature] / Eliana Choate

[Signature] / CRAIG RONEY

[Signature] / JOHN GALLAGHER

[Signature] / America Patterson

[Signature] / Elizabeth A. Crawford

[Signature] / Margaret Eyden

[Signature] / Timothy Arrighi

[Signature] / Jon Suemnick

[Signature] / JUSTIN INGRAM