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**SIDE LETTER AGREEMENT
Voluntary Vision Plan**

This Side Letter is by and between the County of Contra Costa ("County") and Deputy Sheriffs Association ("DSA"), on behalf of its Rank and File Unit and Management Unit, and is effective October 1, 2016, following approval by the Board of Supervisors.

This Side Letter arises from the County's proposal to provide certain active employees represented by DSA with the opportunity to participate in an employee funded vision plan. As a result, the County and the DSA agree as follows:

The County will offer active permanent full-time and active permanent part-time employees the option to enroll in a voluntary vision plan during the County's 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 employees.

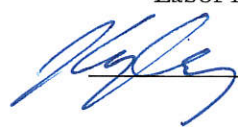
This Side Letter will remain in effect for the term of the current Memoranda of Understanding ("MOUs") between the County and DSA Rank and File Unit and Management Unit (July 1, 2016 – June 30, 2019). The terms of this Side Letter will be incorporated into the successor MOUs unless otherwise negotiated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

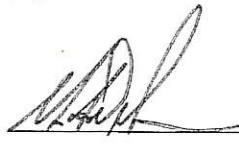
Date: 10/12/2016

Contra Costa County:
(Signature / Printed Name)

DEPUTY SHERIFFS ASSOCIATION:
(Signature / Printed Name)

Labor Relations

 / Jeffrey Bailey

 / Shawn A. Welch

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