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SIDE LETTER AGREEMENT Voluntary Vision Plan

This Side Letter is by and between the Contra Costa County Fire Protection District ("Fire District") and United Chief Officers Association ("UCOA") and is effective October 1, 2016, following approval by the Contra Costa County Board of Supervisors in its capacity as Governing Board of the Fire District.

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

The Fire District will offer active permanent full-time and active permanent part-time employees the option to enroll in a voluntary vision plan during the Fire District's open enrollment for the 2017 Plan Year. Employees will pay the full premium cost of the plan. The Fire District 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 Memorandum of Understanding ("MOU") between the Fire District and UCOA (July 1, 2014 – June 30, 2017). 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 the Fire District and UCOA remain unchanged by this Side Letter.


Date: 10/5/16


Fire District:
(Signature / Printed Name)

United Chief Officers Association:
(Signature / Printed Name)

Labor Relations

 Jeffrey Bailey

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