

SIDE LETTER AGREEMENT
Voluntary Vision Plan and Health Savings Account

This Side Letter is by and between the County of Contra Costa ("County") and Contra Costa County Defenders' Association ("Association") and is effective March 1, 2017, following approval by the Board of Supervisors.

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

1. The County will offer active permanent full-time and active permanent part-time employees in the classifications of Deputy Public Defender I, II, III, and IV, Public Defender Investigator I, and II, and Public Defender Investigator Aide, Sr. Public Defender Investigator Aide, and Public Defender Investigator Assistant the option to enroll in a voluntary vision plan during a special open enrollment in 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 temporary or permanent-intermittent 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-time and active permanent part-time employees in the classifications of Deputy Public Defender I, II, III, and IV, Public Defender Investigator I, and II, and Public Defender Investigator Aide, Sr. Public Defender Investigator Aide, and Public Defender Investigator Assistant who are enrolled in the Kaiser High Deductible Health Plan may elect to initially enroll in the HSA. The HSAs are not available to temporary or permanent-intermittent 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.


This Side Letter will remain in effect for the term of the current Memorandum of Understanding ("MOU") between the County and the Association (July 1, 2015 – June 30, 2018). 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 the Association remain unchanged by this Side Letter.

Date: 3/19/17

Contra Costa County:
(Signature / Printed Name)

CCC DEFENDERS' ASSOCIATION:
(Signature / Printed Name)

 / Jeffrey Bailey

RCZ / Brandon C. Sants

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