

**SIDE LETTER AGREEMENT  
BETWEEN  
CONTRA COSTA COUNTY  
AND  
PROFESSIONAL AND TECHNICAL ENGINEERS IFPTE, LOCAL 21**

This Side Letter amends the Memorandum of Understanding ("MOU") between the Professional and Technical Engineers, IFPTE, Local 21 ("Local 21") and Contra Costa County ("County"), to add a new subsection to Section 12.3.A of the MOU to provide consistency for employees who had a retiree health subsidy immediately prior to entering into a classification represented by Local 21 under certain circumstances.

**12.3 Retirement Coverage:**

**A. Upon Retirement:**

1. Upon retirement, eligible employees and their eligible family members may remain in their County health/dental plan, but without County-paid life insurance coverage, if immediately before their proposed retirement the employees and dependents are either active subscribers to one of the County contracted health/dental plans or if while on authorized leave of absence without pay, they have retained continuous coverage during the leave period. The County will pay the health/dental plan monthly premium subsidies set forth in Section 12.2 (A) for eligible retirees and their eligible family members.
2. Any person who becomes age 65 on or after January 1, 2009 and who is eligible for Medicare must immediately enroll in Medicare Parts A and B.
3. For employees hired on or after January 1, 2009 and their eligible family members, no monthly premium subsidy will be paid by the County for any health or dental plan after they separate from County employment. However, any such eligible employee who retires under the Contra Costa County Employees' Retirement Association ("CCCERA") may retain continuous coverage of a county health and/or dental plan provided that (i) he or she begins to receive a monthly retirement allowance from CCCERA within 120 days of separation from County employment and (ii) he or she pays the full premium cost under the health and/or dental plan without any County premium subsidy.
4. If an employee was eligible for a retiree health benefit subsidy from the County immediately prior to entering into a classification represented by the Union (no break in service), the employee will be deemed covered by section 12.3.A.1 above.

Date: August 15, 2018

**Contra Costa County:**

**IFPTE, Local 21:**

<i>Signature</i>	<i>Printed Name</i>	<i>Signature</i>	<i>Printed Name</i>
	Shanna Edwards		JUSTIN DECKER
	Jeff Bailey		Sean Stalbaum