

**SIDE LETTER AGREEMENT
BETWEEN
CONTRA COSTA COUNTY
and
DEPUTY SHERIFFS ASSOCIATION PROBATION
AND PROBATION SUPERVISORS UNITS**

This Side Letter is by and between the County of Contra Costa ("County") and the Deputy Sheriffs Association ("DSA") on behalf of its Probation and Probation Supervisors Units and is effective following approval by the Board of Supervisors.

The County and DSA agree to modify Section 17- Medical, Dental, & Life Insurance of the Memorandum of Understanding ("MOU") between the County and DSA Probation and Probation Supervisors Units (July 1, 2019 – June 30, 2023) to replace paragraph D. of subsection 17.2 with the following new paragraph D.:

17.2 Monthly Premiums.

D. Joint Labor/Management Benefit Committee.


1. The Association will join the Joint Labor/Management Benefit Committee ("Benefit Committee") created in 2016. The Benefit Committee will be composed of two (2) representatives (not including Union/Association staff) from each Union/Association in the County and Management representatives to be determined. The Benefit Committee replaces the existing Healthcare Oversight Committee. The existing Healthcare Coalition will remain but may meet quarterly.
2. The Benefit Committee will convene in order to 1) select a replacement medical or dental plan in the event that a plan listed in this Section 17 is no longer available; 2) design a wellness program; 3) discuss future medical, dental, or vision plan design; or 4) assess the future impact of any excise tax pursuant to the federal Patient Protection and Affordable Care Act ("ACA") (42 U.S.C. § 18081) on any high cost medical plans offered by the County. If the Benefit Committee is selecting a replacement medical or dental plan for a plan that is no longer available, the selection must be unanimously agreed upon by the Union/Association representatives on the Committee and any such selected plan will be available to employees represented by the Unions/Associations and incorporated into their respective MOUs after ratification by each Union/Association.
3. The Association is a member of the Benefit Committee but is not a member of the Healthcare Coalition. The nine Healthcare Coalition Union/Association members of the Benefit Committee selected a replacement for the Health Net HMO Plan A and Plan B. Effective January 1, 2020, Health Net HMO Plan A and Plan B will be replaced by new the Health Net SmartCare HMO Plan A and Health Net SmartCare HMO Plan B.

4. Each year, the County will coordinate a team composed of the County, the County's benefits consultant, and Union/Association Benefit Committee representatives, to work as equal partners to provide input for the annual negotiations with the medical plan providers over the plan premiums for the next plan year. The team will have authority to make information requests, request and observe presentations by the County's healthcare consultant regarding premium rates and ask questions, and help guide the strategy of the County in the annual negotiations.
5. County and the Association will jointly work to educate employees regarding the cost benefits of lower cost plans, including the Kaiser High Deductible Health Plan.
6. County and Union/Association Benefit Committee representatives will jointly work as equal partners to seek plan design changes across all plans that would reduce costs and improve quality of care.

This Side Letter will remain in effect for the term of the current MOU between the County and DSA (July 1, 2019 – June 30, 2023). 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 County and DSA Probation and Probation Supervisors Units remain unchanged by this Side Letter.

Date: September 27, 2019

Contra Costa County:
(Signature / Printed Name)



DSA Probation & Probation Supervisors Units:
(Signature / Printed Name)

