



County of Lake

State of California

**Side Letter Agreement with the Lake County Employee Association (LCEA)
Unit 03, 04 & 05 Regarding Amendment to the October 21, 2021 – June 30, 2025, MOU.**

On Tuesday, April 04, 2023, the Board of Supervisors has approved in concept, pending Meet and Confer, changes to increase maximum monthly County contribution for insurance coverage from \$1,000 per month to \$1,500.00 per month for employees who enroll in a County sponsored medical, dental, vision insurance plan, effective July 1, 2023.

5. HEALTH AND WELFARE BENEFITS

5.1. GROUP INSURANCE

5.1.1. Maximum Monthly County Contribution for Health Care Coverage

The COUNTY shall pay a maximum contribution of one thousand five hundred dollars (\$1,500.00) per month toward the COUNTY-sponsored medical, dental, and vision group insurance plan for each employee who enrolls in a COUNTY- sponsored group medical, dental, and vision insurance plan.

Under the COUNTY's flexible benefits plan, a specific amount (as defined in Section 22892 of the California Government Code, which is adjusted annually based on inflation) of this contribution is specifically designated for group medical insurance, with the balance of the COUNTY contribution available and paid toward an employee's total group medical, dental, and vision premium.

In no event shall the COUNTY's financial obligation exceed the actual monthly premium for an employee's medical, dental, and vision insurance. Employees who select such employee-only coverage and/or employee plus one dependent coverage will NOT be entitled to receive in cash, other compensation, benefits, or in any form the difference between the amount of the cost of either such coverage and the \$1,500 per month COUNTY contribution.

This side letter shall apply to the current MOU and any successor agreements and shall continue until such time as either:

- 1) A successor MOU is ratified by both the County and LCSEA; or
- 2) The County and LCSEA agree to amend the applicable sections of the current MOU, whichever is sooner.

COUNTY OF LAKE

LAKE COUNTY EMPLOYEE
ASSOCIATION

Jessica Pyska

Jessica Pyska (May 17, 2023 12:32 PDT)

Chairman,
Board of Supervisors

Adrian Just

Adrian Just (May 2, 2023 16:51 PDT)

LCEA President

aq

Carl Carr (May 2, 2023 17:29 PDT)

LCEA Representative

ATTEST: SUSAN PARKER

SUSAN PARKER

Clerk to the Board of Supervisors

APPROVED AS TO FORM:

LLOYD GUINTIVANO

County Counsel

By:

Johanna Delong

Johanna Delong (May 17, 2023 13:00 PDT)












Side Letter Agreement LCEA Regarding Increasing Health Care Contribution to \$1500 per month

Final Audit Report

2023-05-03

Created:	2023-05-02
By:	Diana Rico (Diana.Rico@lakecountyca.gov)
Status:	Signed
Transaction ID:	CBJCHBCAABAAphChmAgCjb8qSaVISqDTbPdXwc1PAaUO

"Side Letter Agreement LCEA Regarding Increasing Health Care Contribution to \$1500 per month" History

-  Document created by Diana Rico (Diana.Rico@lakecountyca.gov)
2023-05-02 - 11:37:56 PM GMT- IP address: 208.91.28.66
-  Document emailed to Adrian.Just@lakecountyca.gov for signature
2023-05-02 - 11:38:48 PM GMT
-  Email viewed by Adrian.Just@lakecountyca.gov
2023-05-02 - 11:50:05 PM GMT- IP address: 208.91.28.66
-  Signer Adrian.Just@lakecountyca.gov entered name at signing as Adrian Just
2023-05-02 - 11:51:14 PM GMT- IP address: 208.91.28.66
-  Document e-signed by Adrian Just (Adrian.Just@lakecountyca.gov)
Signature Date: 2023-05-02 - 11:51:16 PM GMT - Time Source: server- IP address: 208.91.28.66
-  Document emailed to ccarr@oe3.org for signature
2023-05-02 - 11:51:17 PM GMT
-  Email viewed by ccarr@oe3.org
2023-05-03 - 0:29:15 AM GMT- IP address: 174.249.147.58
-  Signer ccarr@oe3.org entered name at signing as Carl Carr
2023-05-03 - 0:29:51 AM GMT- IP address: 174.249.147.58
-  Document e-signed by Carl Carr (ccarr@oe3.org)
Signature Date: 2023-05-03 - 0:29:53 AM GMT - Time Source: server- IP address: 174.249.147.58

✔ Agreement completed.

2023-05-03 - 0:29:53 AM GMT