



County of Lake

State of California

After the recent review of benefits provided by the County, the Auditor Controller's Office requested that all benefits provided by the County be listed in the MOU to comply with federal and state audit requirements.

The Lake County Safety Employees Association (LCSEA) and the County agree that retroactive to the start date for the October 21, 2021 – June 30, 2025 MOU, Section 5.1 through 5.1.9 covering Group Insurance for LCSEA, and any successor agreement shall be adjusted as follows:

5.1. GROUP INSURANCE

5.1.5. Group Life Insurance

The County shall pay the cost for basic, group life for eligible employees and their qualified dependents and Accidental Death and Dismemberment (AD&D) insurance for eligible employees.

Commencing July 1, 2022, and on the first day of the month following date of hire thereafter, an employee, upon proper application and acceptance by the insurance carrier, shall be covered under a group life insurance plan for the amount of their base annual salary up to \$100,000.

5.1.6 Accidental Death and Dismemberment (AD&D) Insurance

The County shall pay for \$5,000 of AD&D insurance for all eligible employees.

5.1.7. Air Medical Membership Program (renumbered)

Commencing January 1, 2022, and on the first day of the month following date of hire thereafter, an employee shall be covered under an air medical membership program, such as REACH Air Medical Services.

5.1.8 Section 125 Cafeteria Plan

The County shall pay the cost of the administration for the Section 125 plan for eligible employees. The Section 125 Cafeteria Plan is an employer sponsored benefits plan that lets employees pay for qualified medical and child care expenses on a pre-tax basis.

5.1.9 Employee Assistance Plan (EAP)

The County shall pay the cost of the EAP plan for eligible employees.

This side letter shall apply to the current MOU and any successor agreements and shall be retroactive to the start date of the MOU, October 21, 2021.

COUNTY OF LAKE

LAKE COUNTY SAFETY
EMPLOYEES ASSOCIATION

Chairman,
Board of Supervisors

Date

 6/20/22

Representative
of the LCSEA

Date