



**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 Sheriff's Management Association (LCSMA) and the County agree that retroactive to the start date for the November 1, 2021 – June 30, 2025 MOU, Section 5.1 through 5.1.9 covering Group Insurance for LCSMA, 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, November 1, 2021.

COUNTY OF LAKE

LAKE COUNTY SHERIFF'S  
MANAGEMENT ASSOCIATION

---

*Norm Taylor*

06/27/2022

Chairman,      Date  
Board of Supervisors

Representative  
of the LCSMA

Date






# LCSMA Side Letter - updated with corrected date

Final Audit Report

2022-06-27

Created:	2022-06-27
By:	Pamela Samac (Pam.Samac@lakecountyca.gov)
Status:	Signed
Transaction ID:	CBJCHBCAABAAZiEsflubDH1pU20716AI00_F4f4gJcM2

## "LCSMA Side Letter - updated with corrected date" History

-  Document created by Pamela Samac (Pam.Samac@lakecountyca.gov)  
2022-06-27 - 5:20:13 PM GMT- IP address: 208.91.28.66
-  Document emailed to Norm Taylor (Norm.Taylor@lakecountyca.gov) for signature  
2022-06-27 - 5:21:26 PM GMT
-  Email viewed by Norm Taylor (Norm.Taylor@lakecountyca.gov)  
2022-06-27 - 5:22:16 PM GMT- IP address: 208.91.28.66
-  Document e-signed by Norm Taylor (Norm.Taylor@lakecountyca.gov)  
Signature Date: 2022-06-27 - 5:22:49 PM GMT - Time Source: server- IP address: 208.91.28.66
-  Agreement completed.  
2022-06-27 - 5:22:49 PM GMT