



**SIDE LETTER AGREEMENT
WITH COUNTY OF LAKE DEPUTYSHERIFF'S ASSOCIATION
REGARDING AMENDMENT TO THE 2019 MOU**

Lake County Deputy Sheriff's Association ("ASSOCIATION") and County of Lake ("COUNTY") are about to commence negotiations for a new Memorandum of Understanding (MOU) to the one that will expire on December 31, 2019. The Association and the County agree to adopt this side letter to amend the following language into MOU:

5.1. GROUP INSURANCE

5.1.1. Maximum Monthly County Contribution for Health Care Coverage

The County shall pay eighty percent (80%) of 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. Unless employees have a salary redirection form in place for the 2020 Open Enrollment, all such additional out-of-pocket costs will be after-tax.

On December 31, 2020, or unless mutually agreed upon in writing, the COUNTY shall pay a maximum contribution of one thousand dollars (\$1,000.00) 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.

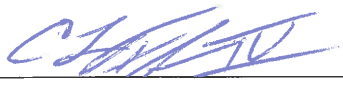
Employees who select such employee-only coverage and/or employee plus one dependent coverage will NOT be entitled to receive in cash, other compensation, benefits, or in any form the difference between the amount of the cost of either such coverage and the one thousand dollars (\$1,000) per month COUNTY contribution.

The COUNTY will pay the administrative fee charged by CalPERS at a rate specified by CalPERS, which would otherwise be assessed against the covered employee.

County of Lake

LCDSA

Margaret Long
Lead Negotiator



Chuck Flesher
Lead Negotiator