



Legislation Text

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File #: 22-686, Version: 1

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**Memorandum**

**Date:** June 28, 2022

**To:** The Honorable Lake County Board of Supervisors

**From:** Susan Parker, County Administration Officer

**Subject:**

- (a) Approve Side Letter to Lake County Employee Association (LCEA) 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 LCEA and authorize the Chair to sign;
- (b) Approve Side Letter to Lake County Sheriff's Management Association (LCSMA) 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 LCSMA and authorize the Chair to sign;
- (c) Approve Side Letter to Lake County Deputy District Attorney's Association (LCDDA) retroactive to the start date for the October 21, 2021 - June 30, 2025 MOU, Section 5.1 through 5.5 covering Group Insurance for LCDDA and authorize the Chair to sign;
- (d) Approve Side Letter to Lake County Correctional Officer's Association (LCCOA) retroactive to the start date for the October 21, 2021 - June 30, 2025 MOU, Section 5.1 through 5.6.10 covering Group Insurance for LCCOA and authorize the Chair to sign;
- (e) Approve Side Letter to Lake County Safety Employees Association (LCSEA) 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 authorize the Chair to sign;
- (f) Approve Side Letter to Lake County Deputy Sheriff's Association (LCDSA) 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 LCDSA and authorize the Chair to sign.

**Executive Summary:**

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 each MOU to comply with federal and state audit requirements.

The updates to the MOU's are benefits that the County has been providing for many years but were not listed in the MOU's. The Human Resources Department sent out Side Letters with the clarification requested by the Auditor's office and all labor groups approved the Side Letters.

Benefits added to MOU's:

**Accidental Death and Dismemberment (AD&D) Insurance**

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

**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 allows employees pay for qualified medical and child care expenses on a pre-tax basis.

**Employee Assistance Plan (EAP)**

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

Staff recommends approving the Labor Units with a ratified formal side letter to acknowledge the benefits as required by federal and state audit requirements.

**If not budgeted, fill in the blanks below only:**

Estimated Cost: \_\_\_\_\_ Amount Budgeted: \_\_\_\_\_ Additional Requested: \_\_\_\_\_ Future Annual Cost: \_\_\_\_\_

**Consistency with Vision 2028** (check all that apply):

Not applicable

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Well-being of Residents | <input type="checkbox"/> Public Safety               | <input type="checkbox"/> Disaster Prevention, Preparedness, Recovery |
| <input type="checkbox"/> Economic Development    | <input type="checkbox"/> Infrastructure              | <input checked="" type="checkbox"/> County Workforce                 |
| <input type="checkbox"/> Community Collaboration | <input type="checkbox"/> Business Process Efficiency | <input type="checkbox"/> Clear Lake                                  |

**Recommended Action:**

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