

HUMAN RESOURCES  
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## **AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING**

**Between  
The County of Yuba and  
Management Supervisory Association (MSA)**

The County of Yuba (County) and Management Supervisory Association (MSA) have previously met and conferred and agreed upon the current Memorandum of Understanding (MOU), for which the term runs through June 30, 2025.

The parties have now met and conferred further pursuant to Government Code §3500 et seq and have mutually agreed to modify the current MOU with revisions to the following Article of the MOU incorporated as part of the Amendment:

### **ARTICLE 5 BENEFIT PROGRAMS**

#### ***SECTION 5.01 BENEFIT PROGRAM COVERAGE***

All regular employees working an average of twenty (20) regularly scheduled hours per week and their dependents are eligible to participate in the County health plans. Coverage commences upon eligibility for coverage under the health plan carriers' rules. If the employee elects medical coverage, then the employee must select a dental plan and the vision insurance.

#### ***SECTION 5.02 MEDICAL INSURANCE***

Yuba County offers the following medical options: CalPERS Health Insurance, Dental Insurance and Vision Insurance. Employees have a variety of PPO and HMO medical plans available through CalPERS, however the HMO's are available through zip code eligibility. Dental/Vision plan options include a basic plan and a buy-up plan. Once the selection is made, it will remain in force until the current calendar year ends and will automatically renew unless the employee makes a new selection during an open enrollment period. Changes made during open enrollment will be effective January 1<sup>st</sup> of the next calendar year.

The County's total monthly contribution to provide health insurance benefits for the individual employee and the employee's eligible dependents shall include the PEMHCA statutory monthly Minimum Employer Contribution (MEC) established by the Public Employees Medical and Hospital Care Act (PEMHCA or CalPERS Health) and as approved by the County Resolution in 1999 and amended in 2003.

The County will maintain health insurance through the CalPERS Health Insurance Program and make available all plans for which employees are otherwise eligible to participate in as employees of the County of Yuba.

- A. The County shall contribute the PEMHCA statutory monthly MEC set annually by CalPERS on behalf of each employee. The County will make an additional contribution through the County's established Section 125 Cafeteria Plan. In no event, will the total contribution exceed the employee's actual cost.

*Effective the first of the month following board adoption, the County's total monthly contribution, which includes the PEMHCA statutory monthly MEC, shall be as follows: up to \$902 for employee only; up to \$1,391 for employee plus one dependent; and up to \$1,801 for employee plus more than one dependent.*

- B. The County's combined contribution toward dental and visions plans, utilizing the established Section 125 Cafeteria Plan, shall be as follows: 100% of the basic plan premium for employee only, and 80% of the basic plan premium for employee plus one dependent and employee plus more than one dependent.

The County of Yuba agrees to continue the current level of coverage for the Health, Dental, and Vision Insurance for the term of the contract. However, due to the continued rising cost of health care, the County must explore alternatives to our current plans and funding. Both parties agree to proactively review alternative options by continuing to be active in the health care committee.

*Effective January 1, 2023, the County's total monthly contribution, which includes the PEMHCA statutory monthly MEC, shall be as follows: f up to \$960.00 for the employee only, up to \$1,512.00 for employee plus one dependent and up to \$1,959.00 for employee plus more than one dependent.*

*Effective January 1, 2024, the County's total monthly contribution, which includes the PEMHCA statutory monthly MEC, shall be as follows: f up to \$967.00 for the employee only, up to \$1,662.00 for employee plus one dependent and up to \$2,158.00 for employee plus more than one dependent.*

*Effective January 1, 2025, the County's contribution from the previous calendar year up to dollar amount for the employee only, employee plus one dependent and employee plus more than one dependent; shall be adjusted by the twelve (12) – month percentage change in the medical care component of the CPI-U for May and rounded to the nearest dollar.*

A. *In-Lieu Health*

Eligible employees may elect to opt out of the County provided health coverage and shall receive two hundred fifty dollars (\$250) per month in so doing.

Employees declining health plan coverage and receiving in-lieu health may re-enroll upon proof of involuntary loss of other coverage. In-lieu health is taxable income.

**SECTION 5.03 SURVIVOR HEALTH INSURANCE CONTINUATION**

The County will continue health insurance benefits for a surviving spouse and dependents (to the extent eligible as determined by CalPERS) should the employee be killed in the line of duty.

**SECTION 5.04 LIFE INSURANCE PLAN**

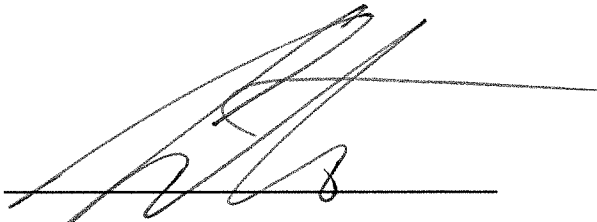
Employees receive a life insurance benefit in the amount of fifty thousand dollars (\$50,000). Dependent life insurance is available to employees at their expense.

- D. To be considered for demotion and displacement in lieu of lay-off, an employee must notify the Human Resources Department in writing of this election no later than five (5) calendar days after receiving the notice of lay-off. Regular employees shall have an additional five (5) calendar days after each notification that lay-off credit is insufficient to allow displacement as computed in Section 19.03 of this Article. The Human Resources Director must be notified, in the time frame noted above, for a regular employee to elect to displace to the next lower class.
- E. The Department Head or designee may request that their department be exempted from this Section if they are able to demonstrate to the Board of Supervisors that this process would damage the overall efficiency and effectiveness of the department.

This agreement is dated this 16<sup>th</sup> day of October, 2023

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Andy Vasquez  
Yuba County Board of Supervisors

Karen Jassler for Tiffany Manuel  
Tiffany Manuel  
Interim Human Resources Director

  
Chad Watson, President  
Management Supervisory Association