

**AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING**  
**Between**  
**The County of Yuba and**  
**Yuba County Deputy District Attorneys' Association (YCDDA)**

The County of Yuba (County) and Yuba County Deputy District Attorneys' Association (YCDDA) have previously met and conferred and agreed upon the current Memorandum of Understanding (MOU), for which the term runs through June 30, 2024.

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 4 HEALTH, DENTAL, VISION, and LIFE INSURANCE**

**Section 4.1 Health, Dental, Vision Insurance**

All regular employees working an average of 20 regularly scheduled hours per week and the employee's dependents shall be entitled to participate in the County health plans. Coverage shall commence and be dependent upon eligibility for coverage under the health plan carriers' rules. If the employee elects medical coverage, then the employee must participate in a dental plan option and the vision 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 County Resolution in 1999 and as 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 to CalPERS on behalf of each employee. The County will also 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 January 1, 2022**, the County's total monthly employee contribution, which includes the PEMHCA statutory monthly MEC, shall be as follows: up to \$902.00 for the employee only, up to \$1,391.00 for employee plus one dependent and up to \$1,730.00 for employee plus more than one dependent.

- B. **Effective January 1, 2023**, the County's total monthly contribution, which includes the PEMHCA statutory monthly MEC, shall be as follows: 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.

- C. **Effective January 1, 2024**, the County's total monthly contribution, which includes the PEMHCA statutory monthly MEC shall be as follows: up to \$967.00 for the employee only, up to \$1,662.00 for employee plus one dependent and up to \$2,158 for employee plus more than one dependent.
- D. 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.

#### **4.2 In Lieu of Compensation**

**Opt Out Provision:** Eligible employees may elect to "Opt Out" of the County provided health/dental/vision coverage shall receive two hundred dollars (\$200.00) per month.

#### **4.3 Life Insurance**

The classifications of Attorney I/II/III, Deputy District Attorney I/II/III, and Senior Deputy District Attorney to receive the same life insurance policy provided to management employees.

#### **4.4 Dependent Health Insurance**

The county agrees to continue health insurance benefits for a surviving spouse and dependents (to the extent eligible) should the employee be killed on-the-job.

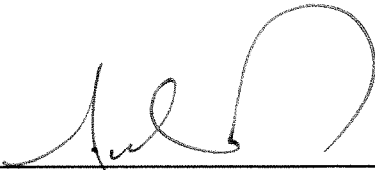
#### **4.5 Affordable Care Act**

At such times as regulations are issued implementing the Affordable Care Act, the County and DDAA will meet and confer to review the impact of such regulations on the benefits plans then in force. If modifications to the benefits, eligibility for coverage, employer or employee contribution to the cost of insurance or any other provisions of the benefits plans covered by this Agreement will be modified or impacted by the Affordable Care Act during the term of this Agreement, it is agreed that the County and DDAA will reopen the contract to meet and confer and determine how such mandated changes will be implemented.

This agreement is dated this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Andy Vasquez  
Yuba County Board of Supervisors

*Karen Fassler for Tiffany Manuel*  
\_\_\_\_\_  
Tiffany Manuel  
Interim Human Resources Director

  
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Andrew Naylor, President  
Deputy District Attorneys' Association