

AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING
Between
The County of Yuba and
Yuba County Probation Peace Officers Association (YCPPOA)

The County of Yuba (County) and Probation Peace Officers Association (YCPPOA) 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 12 BENEFIT PROGRAMS

SECTION 12.01 BENEFIT PROGRAM COVERAGE

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 based on 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 12.02 MEDICAL INSURANCE

A. Health/Dental/Vision Coverage

The County provides health insurance through the CalPERS Health Insurance Program, Dental/Vision Plan options include a basic plan and a buy-up plan.

The County contributes the PEMHCA statutory monthly MEC set annually by CalPERS on behalf of each employee. The County makes 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 July 1, 2022, the County's total monthly contribution, which includes the PEMHCA statutory monthly MEC, shall be as follows: up to nine hundred and two dollars (\$902) for employee only; up to one thousand three hundred and ninety-one dollars (\$1,391) for employee plus one (1) dependent; and up to one thousand eight hundred and one dollars (\$1,801) for employee plus more than one (1) dependent. Plus 100% of the basic dental and vision plan premium for employee only, and 80% of the basic dental and vision plan premium for employee plus one (1) dependent and employee plus more than one (1) dependent.

Effective January 1, 2023, the County's contribution shall be as follows: up to nine hundred sixty (\$960.00) for the employee only; up to one thousand five hundred twelve dollars (\$1,512.00) for employee plus one dependent; and up to one thousand nine hundred fifty nine dollars (\$1,959) for employee plus more than one dependent. Plus 100% of the basic dental and vision plan premium for employee only, and 80% of the basic dental and vision plan premium for employee plus one (1) dependent and employee plus more than one (1) dependent.

Effective January 1, 2024, the County's contribution shall be as follows: up to nine hundred sixty-seven dollars (\$967.00) for the employee only; up to one thousand six hundred sixty-two dollars (\$1,662.00) for employee plus one dependent; and up to two thousand one hundred fifty-eight dollars (\$2,158.00) for employee plus more than one dependent. Plus one hundred percent (100%) of the basic dental and vision plan premium for employee only, and eighty percent (80%) of the basic dental and vision plan premium for employee plus one (1) dependent and employee plus more than one (1) 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 (1) dependent and employee plus more than one (1) 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. Plus one hundred percent (100%) of the basic dental and vision plan premium for employee only, and eighty percent (80%) of the basic dental and vision plan premium for employee plus one (1) dependent and employee plus more than one (1) dependent.

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

B. In-Lieu Health

Eligible employees may elect to "Opt Out" of the County provided health coverage upon proof of other health insurance coverage and shall receive two hundred and fifty dollars (\$250) per month in doing so.

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

SECTION 12.03 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.

SECTION 12.04 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.

This agreement is dated this _____ day of _____, 2023.

Andy Vasquez
Yuba County Board of Supervisors



Tiffany Manuel
Interim Human Resources Director



Jarod Read, President
Probation Peace Officers' Association