

**AMENDMENT TO THE MEMORANDUM OF  
UNDERSTANDING**

**Between  
The County of Yuba and  
Deputy Sheriffs' Association (DSA)**

The County of Yuba (County) and Deputy Sheriffs' Association (DSA) 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 6 BENEFIT PROGRAMS**

***SECTION 6.01 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 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 6.02 MEDICAL INSURANCE***

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

- A. 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 October 1, 2022*, the County's total monthly contribution, which includes the PEMHCA statutory monthly MEC, shall be as follows: up to \$902.00 for employee only; up to \$1,391.00 for employee plus one dependent; and up to \$1,801.00 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 dependent and employee plus more than one dependent.

*Effective January 1, 2023*, the County's contribution which includes the PEMHCA statutory 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; 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 dependent and employee plus more than one dependent.

*Effective January 1, 2024*, the County's contribution which includes the PEMHCA statutory 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 \$2,158.00 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 dependent and 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 12 – month percentage change in the medical care component of the CPI-U for May and rounded to the nearest dollar. 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 dependent and employee plus more than one dependent.

The County of Yuba will 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. 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 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 6.03 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 6.04 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.

***SECTION 6.05 DISABILITY INSURANCE***

In 2017, the DSA replaced the PORAC Long Term Disability Plan with the California Law Enforcement Association (CLEA) Plan. In September 2017, the County and the DSA met and conferred on the DSA's decision to change their long-term disability plan provider. It

was agreed that, for employees covered under the disability insurance program, accrued leave will be coordinated and used to supplement benefit payments. In no instance shall the combination of disability insurance payments and accrued leave or other county benefit payments exceed 100% of an employee's monthly salary calculated on an hourly, weekly, bi-weekly or monthly basis. Employees are required to notify the Human Resources Department within five (5) business days of receipt of disability benefits so that benefits can be coordinated. In the event of an overpayment, the employee must make immediate arrangements with the Human Resources Department to repay the overpayment.

DSA members have elected to participate in the California State Disability Insurance Program (SDI). For employees receiving disability insurance payments, accrued leave will be coordinated and used to supplement benefit payments. In no instance shall the combination of disability insurance payments and accrued leave or other county benefit payments exceed 100% of an employee's monthly salary calculated on an hourly, weekly, bi-weekly or monthly basis. Employees are required to notify the Human Resources Department within five (5) days of receipt of disability benefits so that benefits can be coordinated. In the event of an overpayment, the employee must make immediate arrangements with the Human Resources Department to repay the overpayment.

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

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

*Karen Fessler for Tiffany Manuel*

Tiffany Manuel  
Interim Human Resources Director

*Miles Lewis*

Miles Lewis, President  
Deputy Sheriffs' Association