

**THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA**  
**and for Special Districts, Agencies and Authorities Governed by the Board**

Adopted this Resolution on 10/08/2019 by the following vote:

**AYE:**

**NO:**

**ABSENT:**

**ABSTAIN:**

**RECUSE:**



**Resolution No. 2019/590**

**In The Matter Of:** Approving the Side Letter between Contra Costa County and the Deputy Sheriffs Association (DSA), Probation and Probation Supervisors Units, to modify Section 17- Medical, Dental, & Life Insurance of the Memorandum of Understanding between the County and DSA Probation and Probation Supervisors Units (July 1, 2019 – June 30, 2023) to replace paragraph D. of subsection 17.2 to include membership in the Joint Labor/Management Benefit Committee and eligibility for the new Health Net SmartCare HMO plans.

The Contra Costa County Board of Supervisors acting in its capacity as Governing Board of the County of Contra Costa and all districts of which it is the ex-officio governing Board **RESOLVES THAT:**

Effective after adoption by the Board of Supervisors, the attached Side Letter of Agreement dated September 27, 2019, between Contra Costa County and the Deputy Sheriffs Association, Probation and Probation Supervisors Units, be **ADOPTED**.

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

**Contact: Lisa Driscoll, County Finance Director (925)  
335-1023**

**ATTESTED: October 8, 2019**

David J. Twa, County Administrator and Clerk of the Board of Supervisors

By: , Deputy

**cc:** Dianne Dinsmore, Human Resources Director, Todd Billeci, County Probation Officer, Jim Bickert, Labor Relations Representative/Rains Lucia Stern



Contra  
Costa  
County

To: Board of Supervisors  
From: David Twa, County Administrator  
Date: October 8, 2019

Subject: Resolution No. 2019/590- DSA Probation and Probation and Probation Supervisors Units Side Letter - Joint Labor/Management Benefit Committee

**RECOMMENDATION(S):**

ADOPT Resolution No. 2019/590 approving a side letter between Contra Costa County and the Deputy Sheriffs' Association, Probation and Probation Supervisors Units, to modify Section 17 - Medical, Dental, & Life Insurance of the MOU to provide for membership in the Joint Labor/Management Benefit Committee and beginning in the 2020 plan year to replace current Health Net HMO plans with the new Health Net SmartCare HMO plans.

**FISCAL IMPACT:**

This is an administrative change to grant the Association membership in the Joint Labor/Management Benefit Committee. Additionally, the action acknowledges that effective January 1, 2020, Health Net HMO Plan A and Plan B will be replaced by new the Health Net SmartCare HMO Plan A and Health Net SmartCare HMO Plan B. There is no cost associated with the changes.

**BACKGROUND:**

The DSA and County agreed to a Side Letter to modify Section 17-Medical, Dental, & Life Insurance of the Memorandum of Understanding between the County and DSA Probation and Probation Supervisors Units

APPROVE

OTHER

RECOMMENDATION OF CNTY  
ADMINISTRATOR

RECOMMENDATION OF BOARD  
COMMITTEE

Action of Board On: **10/08/2019**  APPROVED AS RECOMMENDED  OTHER

Clerks Notes:

**VOTE OF SUPERVISORS**

AYE: John Gioia, District I Supervisor  
Candace Andersen, District II  
Supervisor  
Diane Burgis, District III Supervisor  
Karen Mitchoff, District IV Supervisor  
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: October 8, 2019

David J. Twa, County Administrator and Clerk of the Board of Supervisors

Contact: Lisa Driscoll, County Finance  
Director (925) 335-1023

By: June McHuen, Deputy

BACKGROUND: (CONT'D)

>

(July 1, 2019 – June 30, 2023) to replace paragraph D. of subsection 17.2 to include membership in the Joint Labor/Management Benefit Committee and eligibility for the new Health Net SmartCare HMO plans.

CONSEQUENCE OF NEGATIVE ACTION:

If the side letter is not approved, the Association will not be able to take part in the Joint Labor/ Management Benefit Committee and eligible employees will not be able to enroll in the new Health Net SmartCare HMO plans.

ATTACHMENTS

Resolution 2019/590

Side Letter - DSA Probation and Probations Supervisors Units

**SIDE LETTER AGREEMENT  
BETWEEN  
CONTRA COSTA COUNTY  
and  
DEPUTY SHERIFFS ASSOCIATION PROBATION  
AND PROBATION SUPERVISORS UNITS**

This Side Letter is by and between the County of Contra Costa ("County") and the Deputy Sheriffs Association ("DSA") on behalf of its Probation and Probation Supervisors Units and is effective following approval by the Board of Supervisors.

The County and DSA agree to modify Section 17- Medical, Dental, & Life Insurance of the Memorandum of Understanding ("MOU") between the County and DSA Probation and Probation Supervisors Units (July 1, 2019 – June 30, 2023) to replace paragraph D. of subsection 17.2 with the following new paragraph D.:

**17.2 Monthly Premiums.**

D. Joint Labor/Management Benefit Committee.

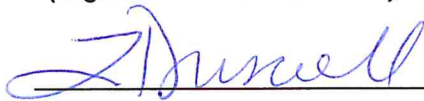
1. The Association will join the Joint Labor/Management Benefit Committee ("Benefit Committee") created in 2016. The Benefit Committee will be composed of two (2) representatives (not including Union/Association staff) from each Union/Association in the County and Management representatives to be determined. The Benefit Committee replaces the existing Healthcare Oversight Committee. The existing Healthcare Coalition will remain but may meet quarterly.
2. The Benefit Committee will convene in order to 1) select a replacement medical or dental plan in the event that a plan listed in this Section 17 is no longer available; 2) design a wellness program; 3) discuss future medical, dental, or vision plan design; or 4) assess the future impact of any excise tax pursuant to the federal Patient Protection and Affordable Care Act ("ACA") (42 U.S.C. § 18081) on any high cost medical plans offered by the County. If the Benefit Committee is selecting a replacement medical or dental plan for a plan that is no longer available, the selection must be unanimously agreed upon by the Union/Association representatives on the Committee and any such selected plan will be available to employees represented by the Unions/Associations and incorporated into their respective MOUs after ratification by each Union/Association.
3. The Association is a member of the Benefit Committee but is not a member of the Healthcare Coalition. The nine Healthcare Coalition Union/Association members of the Benefit Committee selected a replacement for the Health Net HMO Plan A and Plan B. Effective January 1, 2020, Health Net HMO Plan A and Plan B will be replaced by new the Health Net SmartCare HMO Plan A and Health Net SmartCare HMO Plan B.

4. Each year, the County will coordinate a team composed of the County, the County's benefits consultant, and Union/Association Benefit Committee representatives, to work as equal partners to provide input for the annual negotiations with the medical plan providers over the plan premiums for the next plan year. The team will have authority to make information requests, request and observe presentations by the County's healthcare consultant regarding premium rates and ask questions, and help guide the strategy of the County in the annual negotiations.
5. County and the Association will jointly work to educate employees regarding the cost benefits of lower cost plans, including the Kaiser High Deductible Health Plan.
6. County and Union/Association Benefit Committee representatives will jointly work as equal partners to seek plan design changes across all plans that would reduce costs and improve quality of care.

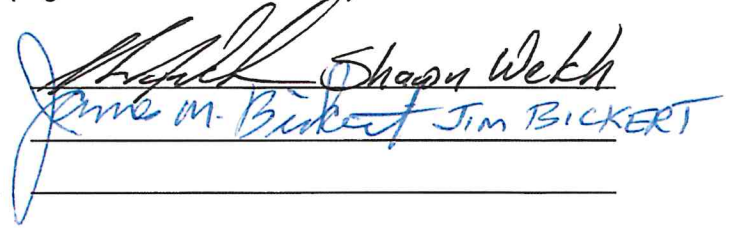
This Side Letter will remain in effect for the term of the current MOU between the County and DSA (July 1, 2019 – June 30, 2023). The terms of this Side Letter will be incorporated into the successor MOU unless otherwise negotiated by the parties. All other terms and conditions of the current MOU between the County and DSA Probation and Probation Supervisors Units remain unchanged by this Side Letter.

Date: September 27, 2019

**Contra Costa County:**  
(Signature / Printed Name)

  
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**DSA Probation & Probation Supervisors Units:**  
(Signature / Printed Name)

  
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