

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

Adopted this Resolution on 07/14/2020 by the following vote:

		<b>John Gioia</b>
		<b>Candace Andersen</b>
<b>AYE:</b>	<input type="text" value="5"/>	<b>Diane Burgis</b>
		<b>Karen Mitchoff</b>
		<b>Federal D. Glover</b>
<b>NO:</b>	<input type="text"/>	
<b>ABSENT:</b>	<input type="text"/>	
<b>ABSTAIN:</b>	<input type="text"/>	
<b>RECUSE:</b>	<input type="text"/>	



**Resolution No. 2020/176**

**In The Matter Of:** Approving the Side Letter between Contra Costa County and the Deputy Sheriffs Association (DSA), Rank and File and Management Units, to amend the Memoranda of Understanding to accurately reflect the method of calculating the employer contribution for retiree medical coverage for employees hired between January 2, 2007 and September 30, 2011.

The Contra Costa County Board of Supervisors acting in its capacity as Governing Board of the County of Contra Costa **RESOLVES THAT:**

Effective upon January 1, 2020, the attached Side Letters of Agreement dated July 7, 2020, between Contra Costa County and the Deputy Sheriffs Association, Rank and File and Management 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: July 14, 2020**

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

By: Laura Cassell, Deputy

**cc:** Ann Elliott, Acting Director of Human Resources



Contra  
Costa  
County

To: Board of Supervisors  
From: David Twa, County Administrator  
Date: July 14, 2020

Subject: Resolution No. 2020/176 - DSA Side Letters - Rank & File and Management Unit Retiree Healthcare

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**RECOMMENDATION(S):**

ADOPT Resolution No. 2020/176, approving the Side Letters between Contra Costa County and the Deputy Sheriffs Association (DSA), Rank and File and Management Units, to amend the Memoranda of Understanding to accurately reflect the method of calculating the employer contribution for retiree medical coverage for employees hired between January 2, 2007 and October 1, 2011.

**FISCAL IMPACT:**

Administrative action, to correct long-term misalignment between memoranda of understanding and CalPERS Public Employees' Medical and Hospital Care Act (PEMHCA) resolution.

**BACKGROUND:**

A recent retirement by an individual employee, hired specifically between January 2, 2007 and October 1, 2011, brought to light a misalignment between the County's negotiated agreements with DSA regarding retiree healthcare subsidies and adopted CalPERS PEMHCA resolutions. For employees hired between January 2, 2007 and October 1, 2011, the County did not correctly file a modification to its PEMHCA resolution.

APPROVE

OTHER

RECOMMENDATION OF CNTY  
ADMINISTRATOR

RECOMMENDATION OF BOARD  
COMMITTEE

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Action of Board On: **07/14/2020**  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: July 14, 2020

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

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

By: Stephanie Mello, Deputy

CalPERS/PEMHCA does not allow retroactive adjustments. This action is an administrative correction to the misalignment and impacts only those employees hired between January 2, 2007 and October 1, 2011 who retire from Contra Costa County.

CONSEQUENCE OF NEGATIVE ACTION:

If the side letters are not approved, this misalignment will not be corrected.

ATTACHMENTS

Resolution 2020/176

Side Letter - DSA Rank & File Unit

Side Letter - DSA Management Unit

**SIDE LETTER AGREEMENT  
BETWEEN  
CONTRA COSTA COUNTY and  
DEPUTY SHERIFFS ASSOCIATION RANK & FILE UNIT**

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

The County and DSA agree to replace subsection 17.12- Retirement Coverage of Section 17 of the Memorandum of Understanding ("MOU") between the County and DSA Rank and File Unit (July 1, 2019 – June 30, 2023) with the following new subsection 17.12:

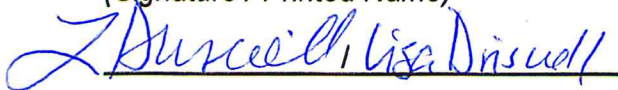
**17.12 Retirement Coverage.** Upon retirement, employees may, subject to plan requirements, remain in the same County group medical plan if immediately before their retirement they are currently enrolled in one of the County sponsored CalPERS Health Plans or if on authorized leave of absence without pay, they have retained continuous coverage during the leave period.

1. Government Code section 22892 applies to all employees.
2. For employees hired between January 2, 2007 and September 30, 2011, inclusive, the following additional provisions apply:
  - a. When the amount of the employer contribution calculated pursuant to Government Code section 22893 is greater than the amount calculated pursuant to Government Code section 22892, the difference will be payable to employees annually at the completion of the plan year.
  - b. The amounts paid as calculated in paragraphs 1. and 2.a., above, combined shall not exceed the total health benefit premium amount.

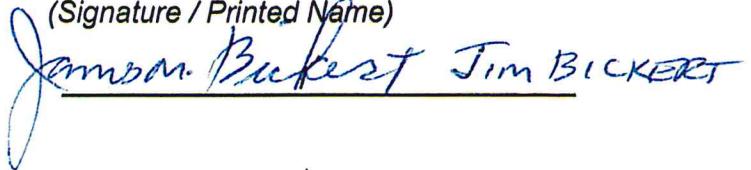
This Side Letter will remain in effect for the term of the current MOU between the County and DSA Rank and File Unit (July 1, 2019 – June 30, 2023). The terms of this Side Letter will be incorporated into the successor MOU unless otherwise negotiated by the parties. All other terms and conditions of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

Date: 7-7-20

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



**DSA Rank & File Unit:**  
(Signature / Printed Name)

 JAMESON BICKERT

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