

**SIDE LETTER AGREEMENT BETWEEN
THE COUNTY OF GLENN (COUNTY)
AND
THE GLENN COUNTY MID-MANAGERS' ASSOCIATION (GCMMA)
10/1/16 through 9/30/19**

The County and GCMMA hereby agree to this Side Letter Agreement regarding County Retiree Health Insurance Coverage:

Pursuant to negotiations we add the following language to the MOU under Article 7 – Health Plan Coverage:

- 7.1.6** For covered employees hired prior to November 1, 2017 who are vested and retire from active County service the retiree medical premium will be paid as follows:
- a. The County will continue to pay the statutory minimum contribution amount prescribed by Government Code Section 22892 directly to CalPERS.
 - b. CalPERS will deduct the balance of the medical premium from the retiree's monthly PERS pension payment.
 - c. Concurrent the same day an employee receives their monthly PERS pension payment, the County will reimburse the retiree by EFT to the employee's bank account. If the employee does not provide the County with their bank account information for EFT reimbursement, the County will mail a paper check to the employee on the 1st day of each month based upon the agreed County's contribution amount stated in Article 7.1.4:

The County will pay 90% of the employee only premium for the Blue Shield HMO. The County contribution for Employee + 1; and Employee + 2 shall be increased by the dollar amount of the Employee only increase. The employee will pay the amount of the premium exceeds the County's contribution. Should the Blue Shield HMO no longer be available the parties agree to meet and confer on the base premium rate.
 - d. No retiree will be adversely affected by this change in how the County's retiree medical benefit is administered as the County's reimbursement payment will arrive the same day as the PERS pension payment. If an employee is adversely affected by error or other unforeseen consequence of this change the County agrees to "make whole" the employee.
 - e. The County will notify all current retirees of this change in retiree medical benefit administration in writing no later than October 1, 2017.

For covered employees hired on or after November 1, 2017 who are vested and retire from active County service; the retiree medical premium will be paid as follows:

a. The County will continue to pay the statutory minimum contribution amount prescribed by Government Code Section 22892 directly to CalPERS.

b. CalPERS will deduct the balance of the medical premium from the retiree's retirement payment.

This Side Letter shall become effective upon Board adoption.

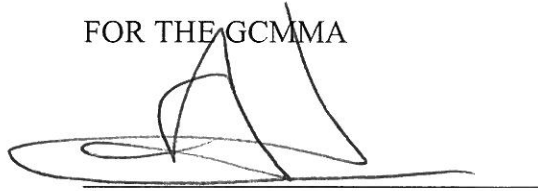
This Side Letter Agreement identifies those articles, sections, and subsections of the Memorandum of Understanding between the County and GCMMA that the parties have mutually agreed to revise. All other terms of the Memorandum of Understanding remain in full force and effect.

FOR THE COUNTY OF GLENN



Keith Corum
Chairman, Glenn County
Board of Supervisors

FOR THE GCMMA



Steve Allen
Business Agent, UPEC Local 792