

060172
JUL 18 2006

AMENDMENT

TO

MEMORANDUM OF UNDERSTANDING

Between

Operating Engineers Local Union No. 3

and

The County of Sierra

for the

Miscellaneous Clerical and Roads Unit

and

Sheriff's Employees Correctional Unit

Check Off Code: EK and EK\$

Employer Number: 77183-97 & 77182-97

Agreement No. 2006-172
 (Amendment to Agreement No. 2006-019 and 2006-020)

**AMENDMENT TO AGREEMENT
 BETWEEN THE MISCELLANEOUS/CLERICAL &
 ROAD UNITS AND
 THE COUNTY OF SIERRA**

The following is an Amendment to that certain Agreement No. 2006-019 by and between the County of Sierra and the Miscellaneous/Clerical and Road Units and to Agreement No. 2006-020, by and between the County and Sierra County Sheriff's Employees Bargaining Unit.

Section 6.2.1 of the two above referenced Memorandum of Understanding (MOU's) is revised to read as follows:

6.2.1 HEALTH INSURANCE

The County will be entitled to select the health care program/provider.

Until the County enrolls the County employees in some other health insurance program selected by the County, the County shall maintain health insurance under the plan or plans selected by the employees as provided by Operating Engineers. Effective January 1, 2006, the cost of health insurance for the three plans offered by Operating Engineers shall be as shown on Appendix "B", attached hereto.

To facilitate County's desire to enroll in a new health insurance program, Union shall secure, both in its own name and in the name of the Operating Engineers Trust Fund, an appropriate letter or letters to Blue Cross, to CSAC-EIA and to whom it may concern waiving any objection, conflict or policy that may otherwise exist that would limit or otherwise obstruct the County from being able to join in the CSAC-EIA or any other health insurance programs administered by Blue Cross, under what is referred to as the "blue on blue rule".

The County shall contribute the following amounts to the cost of health insurance during the term of this Agreement with the employees being individually responsible for the cost of health insurance in excess of the following:

- (1) During the 2006 calendar year, County contribution will be \$850 per month;
- (2) Notwithstanding subparagraph (1), above, beginning with the first

7-21-06 Amendment to MOU re health care premium w Tina Marie's signature for Benfield MOU amdmt 1
 re hlth ins contrib (7-06)1

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month of the County enrollment in a health insurance plan provided by CSAC-EIA or such other public entity group health insurance as the County may select, and continuing through the entire 2007 calendar year, the County will contribute up to a maximum of \$925 for the health insurance for each full-time employee (including as applicable, his or her dependents), provided however, that in the event that the employee is enrolled in a health insurance plan at a cost that is less than the maximum, the County shall pay only the cost of such insurance on behalf of the employee;

- (3) During the 2008 calendar year, the County will increase its contribution by fifty percent (50%) of the cost of any increase in the health insurance plan that is effective during that year, up to a maximum increase of \$75 for that year (2008) so that the total contribution during that year will not exceed \$1000 for the health insurance for each full-time employee (including as applicable, his or her dependents), provided however, that in the event that the employee is enrolled in a health insurance plan at a cost that is less than the maximum, the County shall pay only the cost of such insurance on behalf of the employee;

Permanent part-time employees working less than full-time will have the portion of the County contribution reduced in proportion to the percentage of full-time employee (FTE) worked by the respective employee and the employees shall pay the remaining portion of the cost of any of said health insurance plans.

The employees' share of health insurance payments shall be withheld by the County from each employee's paycheck, in equal amounts from the first two paychecks in any month.

To the extent permitted under the insurance program selected by the County, employees will be given the opportunity to decline insurance based upon the employee having insurance from another source (i.e., spouse fully insured as employee of another entity) and receive ½ of the maximum County contribution then in effect, as additional compensation per month. In any case in which an employee declines coverage, a certificate to that effect may be required by County on a form to be provided, stating that the employee has an alternative form of health insurance coverage - i.e., spouse, other group coverage, private insurance.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date set forth above.

INTERNATIONAL UNION OF
OPERATING ENGINEERS
LOCAL 3, AFL-CIO

COUNTY OF SIERRA, a political
subdivision of the State of California

7/21/06

By: Kurt Benfield
Kurt Benfield
Public Employees Director

By: Arnie Gutman
Arnie Gutman
Chairman of the Board of Supervisors

Tina Marie Love
Business Agent for Kurt Benfield

ATTEST:

APPROVED AS TO FORM:

Mary J. Jungi
Mary J. Jungi
Clerk of the Board

James Curtis
James Curtis
County Counsel

OF HEALTH PLAN COSTS: 2006 with County pay

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DESCRIPTION	20/80 OE3 PLAN B
RATE TYPE	
Composite	1,203.00
Employee Only	720.00
Employee + 1	1,144.00
Employee + Family	1,356.00
Vision Care	
Dental Care	
Employee Co-Pay (Dr. Visits)	20%
DEDUCTIBLES: MAJOR MEDICAL ONLY	
Single	None
Family	None
Hospital - per Admission	
Emergency Room - Per Visit	
MAJOR MEDICAL ANNUAL MAXIMUM EMPLOYEE COST - IN PLAN (After Deduct	
Single	\$3,000
Family	\$6,000
LIFETIME MAXIMUM BENEFITS	\$1,000,000
PAID PER PERSON: Medical Only	
PREMIUM & MAXIMUM MAJOR MEDICAL DEDUCTIBLE COST TO EMPLOYEE IN A CALENDAR YEAR (Does not include Co-Pays) Reflex County Payment of \$850	
Composite Premium	3,336
Composite Out Of Pocket *	6,000
Total	9,336
Employee Only Premium	0
Employee Only Out Of Pocket *	3,000
Total	3,000
Employee + 1 Premium	2,628
Employee + 1 Out Of Pocket *	6,000
Total	8,628
Employee + Family Premium	5,172
Employee + Family Out Of Pocket *	6,000
Total	11,172
PRESCRIPTION DRUGS	
Retail: 31 Day Supply	
Generic	\$5
Preferred Brand	\$10
Non-Preferred	\$15
Mail Order:90 Day Supply	
Generic	\$0
Preferred Brand	\$0
Non-Preferred	No Coverage
Dental Maximum Annual Benefit	\$2,500
Vision Care	
Dependent Children Covered:	23rd Birthday

* OUT OF POCKET - This includes the annual deductible and the annual maximum for major medical only. Co-pays for doctor visits are additional.