#### Side Letter of Agreement

# County of Lassen And Lassen County Peace Officer Management Association

October, 2024

This Side Letter of Agreement ("Agreement") is made and entered between the County of Lassen (County) and the Lassen County Peace Officer Management Association (POMA), collectively, the "Parties," for purposes of implementing negotiated changes to Article 8.10 (Professional Leave), and Article 11.01 (Health Insurance) of the Memorandum of Understanding between the Parties (MOU). The Parties agree that the terms of this Agreement are incorporated into the current MOU by specific reference.

The Parties enter into this Side Letter of Agreement and hereby agree to the following:

### A. Change to Article 8.10 (Professional Leave)

The Parties agree that Article 8.10 is hereby amended to state:

An additional eight (8) hours of Professional Leave, for a maximum of thirty-two (32) hours per calendar year, shall be credited to those exempt members employed as of the first full pay period immediately following January 1, 2024. For calendar year 2024, those exempt members hired after the full pay period following January 1, 2024, shall only be entitled to eight (8) hours of Professional Leave for calendar year 2024. Commencing January 1, 2025, and during succeeding calendar years of the MOU term, only those exempt members hired as of January 1 of that calendar year shall be eligible for the full thirty-two (32) hours of Professional Leave for that calendar year, credited the first full pay period following January 1st of that year. Commencing January 1, 2025, and during succeeding calendar years of the MOU term, those exempt members hired after January 1 of a calendar year shall accrue Professional Leave at eight (8) hours per each full quarter of employment during the remaining calendar year. In all cases, Professional Leave balances shall not carry over to successive calendar years, and any remaining Professional Leave balance upon termination of employment shall be forfeited by the member.

#### B. Change to Article 11.01 (Health Insurance)

#### County Contribution

The Parties hereby agree that Article 11.01 is hereby amended to reflect increases to the County's monthly contribution to PERS on behalf of any employee and PERS-retirees participating in a PERS-sponsored health insurance plan pursuant to this MOU, as follows:

	Current	Effective	Effective	Effective
		December 1, 2024	December 1, 2025	December 1, 2026
EE	315	365	415	465
EE+ 1 Dep.	390	440	490	540
EE+ 2 Dep	490	540	590	640

All increases to the monthly contributions to the PERS-sponsored health plans will be effective the first full pay period following the dates listed above.

## County Contribution to the flexible Benefit Plan

Current	Effective	Effective	Effective	
	December 1, 2024	December 1, 2025	December 1, 2026	
694	719	744	769	

All increases to the amount contributed to the flex plan shall be effective the first full pay period after the dates listed above.

It is understood between the Parties that this Agreement is contingent upon approval by the Lassen County Board of Supervisors.

In all other respects, the MOU remains unchanged.

#### IT IS SO AGREED:

Authorized Representative, Lassen County POMA	Date	Richard Egan, Lassen County CAO	Date
ADOPTED:			
Aaron Albaugh, CHAIR of the Board of Supervisors, County of Lassen, State of California	Date		

Amanda Uhrhammer,	Date
County Counsel, County of Lassen,	

APPROVED AS TO FORM: