

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
COUNTY OF MADERA
AND THE
MID-MANAGEMENT ASSOCIATION OF MADERA COUNTY
(Mid-Management Unit)**

The parties hereby agree to the following language which will be incorporated into the Memorandum of Understanding dated July 1, 2021 – June 30, 2024, by amending article 5.1 (B):

1. **Article 5.1 (B):** For the 2024 Plan Year (January 1, 2024, through December 31, 2024), Anthem HMO Select is the lowest premium rate CalPERS HMO health plan (excluding Kaiser). The Anthem HMO Select Plan has limited coverage in the Fresno/Madera areas, and to limit the negative impact this will have on Employees, the County will continue to utilize the United Healthcare Plan as the benchmark to fund and maintain a health benefit program at the contribution rate of 95% for single member coverage and an additional 50% of the difference for either two-party or dependent coverage for the 2024 Plan Year.
2. All provisions of the Memorandum of Understanding not amended by this agreement shall remain in effect.

Agreed this 16th day of August, 2023.

COUNTY OF MADERA:

Susan Carter

Susan Carter, Chief Negotiator

Roman Noriega

[Roman Noriega \(Aug 16, 2023 16:14 PDT\)](#)

Roman Noriega, Co-Negotiator

MID-MANAGEMENT EMPLOYEES OF
MADERA COUNTY:

Chris Aguirre

Chris Aguirre, President

JOSEPH ARNOLD

Joe Arnold, Business Representative



BOARD OF SUPERVISORS COUNTY OF MADERA

MADERA COUNTY GOVERNMENT CENTER
200 WEST 4TH STREET / MADERA, CALIFORNIA 93637
(559) 675-7700 / FAX (559) 673-3302 / TDD (559) 675-8970
Agendas available: www.MaderaCounty.com

Members of the Board
Jordan Wamhoff, District 1
David Rogers, District 2
Robert L. Poythress, District 3
Leticia Gonzalez, District 4
Robert Macaulay, District 5

AGENDA ITEM SUBMITTAL

September 19, 2023

Chairman David Rogers

DEPARTMENT Department of Human Resources		DEPARTMENT CONTACT Susan Carter 559-675-7705		AGENDA ITEM 6.g DISCUSSION ITEMS:									
SUBJECT: 2024 Health Insurance Benchmark Sideletter - Various Bargaining Units		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 9993	DATE REC'D									
STRATEGIC FOCUS AREA(S): Employees													
<u>For Clerk of the Board's Office Use Only</u>													
BOARD'S ACTION:													
<table border="0"> <tr> <td>RESULT:</td> <td>APPROVED [UNANIMOUS]</td> </tr> <tr> <td>MOVER:</td> <td>Robert Macaulay, Supervisor - District No. 5</td> </tr> <tr> <td>SECONDER:</td> <td>Jordan Wamhoff, Supervisor - District No. 1</td> </tr> <tr> <td>AYES:</td> <td>Wamhoff, Rogers, Poythress, Gonzalez, Macaulay</td> </tr> </table>						RESULT:	APPROVED [UNANIMOUS]	MOVER:	Robert Macaulay, Supervisor - District No. 5	SECONDER:	Jordan Wamhoff, Supervisor - District No. 1	AYES:	Wamhoff, Rogers, Poythress, Gonzalez, Macaulay
RESULT:	APPROVED [UNANIMOUS]												
MOVER:	Robert Macaulay, Supervisor - District No. 5												
SECONDER:	Jordan Wamhoff, Supervisor - District No. 1												
AYES:	Wamhoff, Rogers, Poythress, Gonzalez, Macaulay												
Is this item Budgeted? Yes			DOCUMENT NO(S).										
Will this item require additional personnel? No													
Previous Relevant Board Actions: 10/4/22													
PowerPoint/Supporting Documents: Other/Misc.													

RECOMMENDED ACTIONS:

2024 Health Insurance Benchmark.

1. Discussion and consideration to adopt the Sideletters of Agreement with the Clerical, Communications Dispatcher, Correctional Officer, Deputy Probation Officer, Mid-Management, Post Graduate Licensed Professional, Peace Officer, Peace Officer Management, Probation Administrators, Probation Management, Professional, Service, and Technical Bargaining Units regarding the continued utilization of the United Healthcare Plan as the benchmark to fund and maintain the County's Health Benefits Program for the 2024 Plan Year (January 1, 2024 through December 31, 2024).
2. Discussion and consideration to extend the terms of the Sideletters of Agreement in Recommended Action No. 1 above to current, eligible unrepresented employees, including Department Heads and Elected Officials.



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DISCUSSION / FISCAL IMPACT / STRATEGIC FOCUS:

DISCUSSION

The current contractual language regarding the County's health benefits program states that the County agrees to pay the employer contribution based on the lowest cost HMO health plan (excluding Kaiser).

For the 2024 Plan Year (January 1, 2024, through December 31, 2024), the lowest cost HMO available in our geographical area is Anthem HMO Select. Anthem HMO Select has incredibly limited availability for service providers in the Madera/Fresno area, which will negatively impact a majority of the County's employees.

In an effort to maintain the service levels currently available to County employees, the Board of Supervisors (Board) gave conceptual approval for Human Resources to propose to all bargaining units that the County continue paying the employer contribution based on the United Healthcare plan for the 2024 Plan Year.

The Sideletters presented before the Board today represent the successful outcome of this proposal with all units.

The last recommended action above authorizes that the terms of the Sideletters of Agreement be extended to current, eligible unrepresented employees, including Department Heads and Elected Officials.

FISCAL IMPACT

The cost associated with the County's health benefits program has been approved in the 2023/2024 Fiscal Year budget.

ATTACHMENTS

1. Clerical-Technical Units - 2024 Health Ins. Benchmark Plan Sideletter
2. Comm. Dispatcher Unit - 2024 Health Ins. Benchmark Plan Sideletter
3. Correctional Officer Unit - 2024 Health Ins. Benchmark Plan Sideletter
4. Deputy Probation Officer Unit - 2024 Health Ins. Benchmark Plan Sideletter
5. Mid-Management Unit - 2024 Health Ins. Benchmark Plan Sideletter
6. Peace Officer Management Unit - 2024 Health Ins. Benchmark Plan Sideletter
7. Peace Officer Unit - 2024 Health Ins. Benchmark Plan Sideletter
8. PGLP Unit - 2024 Health Ins. Benchmark Plan Sideletter
9. Probation Administrators Unit - 2024 Health Ins. Benchmark Plan Sideletter
10. Probation Management Unit - 2024 Health Ins. Benchmark Plan Sideletter
11. Professional Unit - 2024 Health Ins. Benchmark Plan Sideletter
12. Service Unit - 2024 Health Ins. Benchmark Plan Sideletter