

In the Rooms of the Board of Supervisors

County of Inyo, State of California

I, HEREBY CERTIFY, that at a meeting of the Board of Supervisors of the County of Inyo, State of California, held in their rooms at the County Administrative Center in Independence on the 3rd day of September 2024 an order was duly made and entered as follows:

*Personnel –
ICPPOA Side Letter*

Moved by Supervisor Marcellin and seconded by Supervisor Griffiths to approve the Side Letter between the Inyo County Probation Peace Officer Association and the County of Inyo, to be implemented starting in the pay period beginning November 21, 2024, with benefit changes effective January 1, 2025. Motion carried unanimously.

WITNESS my hand and the seal of said Board this 3rd
Day of September, 2024

Routing
CC Purchasing Personnel Auditor CAO Other: DATE: September 6, 2024



NATHAN GREENBERG
Clerk of the Board of Supervisors

A handwritten signature in blue ink, appearing to read "Nathan Greenberg".

By: _____



INYO COUNTY BOARD OF SUPERVISORS

TRINA ORRILL • JEFF GRIFFITHS • SCOTT MARCELLIN • JENNIFER ROESER • MATT KINGSLEY

NATE GREENBERG
COUNTY ADMINISTRATIVE OFFICER

DARCY ELLIS
ASST. CLERK OF THE BOARD



AGENDA ITEM REQUEST FORM

September 3, 2024

Reference ID:
2024-687

Side Letter with Inyo County Probation Peace Officer Association and the County of Inyo County Administrator - Personnel ACTION REQUIRED

ITEM SUBMITTED BY

Nate Greenberg, County Administrative Officer

ITEM PRESENTED BY

Keri Oney, Assistant Personnel Director

RECOMMENDED ACTION:

Approve the Side Letter between the Inyo County Probation Peace Officer Association and the County of Inyo, to be implemented starting in the pay period beginning November 21, 2024, with benefit changes effective January 1, 2025.

BACKGROUND / SUMMARY / JUSTIFICATION:

The County is currently in negotiations with the Inyo County Probation Peace Officer Association (ICPPOA). The parties have reached a tentative agreement on changes to ARTICLE 9. INSURANCE BENEFITS (B), which affects the health insurance premium amounts paid by both the County and the employees. This tentative agreement is expected to provide a financial benefit to both the majority of our ICPPOA-represented employees and the County. As the parties have not yet agreed on all provisions of the MOU, this Side Letter is essential to ensure that our employees can fully utilize the benefits provided during the upcoming open enrollment period. Missing this enrollment period would prevent employees from taking advantage of the revised health plan contributions for an entire year, potentially leading to financial strain. Implementing this Side Letter now is crucial to aligning with the open enrollment timeline.

The Side Letter makes the following changes:

- The County will cover 75% of the premium for the PERS Platinum health plan, with employees responsible for the remaining 25%.
- The County will cover 80% of the premium for the PORAC health plan, with employees responsible for the remaining 20%.
- The County will cover 100% of the premium for the PERS Gold or EPO health plans.

FISCAL IMPACT:

Funding Source	General Fund	Budget Unit	023000 - 023100
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Budgeted?	Yes	Object Code	5031
Recurrence	Ongoing Expenditure	Sole Source?	N/A

If Sole Source, provide justification below

Current Fiscal Year Impact
The overall impact of this change in insurance plans for PORAC and Blue Cross remains neutral, while the change for Gold and Platinum will result in a cost savings of approximately \$10,300 overall to the County.
Future Fiscal Year Impacts
There will be a continued savings as a result of this change.
Additional Information

ALTERNATIVES AND/OR CONSEQUENCES OF NEGATIVE ACTION:

Your Board could choose not to approve the Side Letter; however, this is not recommended, as employees would not be able to change health insurance plans and take advantage of the insurance premium changes during the open enrollment period for the upcoming 2025 calendar year.

OTHER DEPARTMENT OR AGENCY INVOLVEMENT:

None.

STRATEGIC PLAN ALIGNMENT:

Economic Enhancement | Local Businesses, Organizations, and Workforce

APPROVALS:

Keri Oney	Created/Initiated - 8/23/2024
Denelle Carrington	Approved - 8/23/2024
Darcy Ellis	Approved - 8/23/2024
John Vallejo	Approved - 8/27/2024
Amy Shepherd	Approved - 8/27/2024
Nate Greenberg	Final Approval - 8/28/2024

ATTACHMENTS:

1. ICPPOA Side Letter - ARTICLE 9 Insurance Benefits - Health Insurance Contribution

SIDE LETTER AGREEMENT BETWEEN
COUNTY OF INYO
AND
INYO COUNTY PROBATION PEACE OFFICERS ASSOCIATION

This Side Letter is an addendum to the existing, but expired, Memorandum of Understanding (MOU) between the County of Inyo and Inyo County Probation Peace Officers Association (ICPPOA), effective April 1, 2021.

Recitals:

WHEREAS, the County and the Employee Association/Union have engaged in good faith negotiations concerning health plan premium contributions under ARTICLE 9. INSURANCE BENEFITS (b); and

WHEREAS, the parties have reached an agreement regarding the County's contributions towards employee health plan premiums, necessitating an amendment to ARTICLE 9. INSURANCE BENEFITS (b).

Agreement:

The parties hereby agree to the following terms:

1. **Amendment to ARTICLE 9. INSURANCE BENEFITS (b):**
 - o The County agrees to pay seventy-five percent (75%) of the premium for the PERS Platinum health plan. Employees will be responsible for the remaining twenty-five percent (25%) of the premium.
 - o The County agrees to pay eighty percent (80%) of the premium for the PORAC health plan. Employees will be responsible for the remaining twenty percent (20%) of the premium.
 - o The County agrees to pay one hundred percent (100%) of the premium for the PERS Gold or EPO health plans.
2. **Plan Name and Configuration Changes:**
 - o The parties agree to meet and confer over any changes to plan names or plan configurations made by PERS during the life of the MOU.

This Side Letter shall amend ARTICLE 9. INSURANCE BENEFITS (b) of the existing, but expired, MOU and will be implemented beginning on the pay period of November 21, 2024, for any insurance plan change effective January 1, 2025. The amendment shall remain in effect for the duration of the current, but expired, MOU.

Signatures:

County of Inyo



Matt Kingsley, Chairperson 09/03/2024
Date

ICPPOA



Diana M. Vetter 8/27/2024
Signature Date