



COUNTY *of* NAPA

MARK GREGERSEN
Human Resources Director

August 17, 2006

Mr. Jon Crawford
Napa County Deputy Sheriffs' Association
Napa, CA 94559

RE: Side Letter Agreement on 2007 Health Insurance

Dear Jon:

This will confirm the understanding reached on behalf of the DSA and DSA Supervisory units during our August 9, 2006 negotiations over the cancellation of the County Kaiser health plan effective December 31, 2006.

SIDE LETTER AGREEMENT

1. Effective December 31, 2006, the existing Kaiser \$5 co-pay health plan ("Direct Kaiser Plan") shall be discontinued. The current health insurance contribution rates established in the MOU are indexed to a percentage of Direct Kaiser Plan premiums. Those percentages are 90% of the Subscriber Only, 87.5% of the Subscriber Plus One, and 85% of the Subscriber Plus Two or More. This indexing to the Kaiser Direct Plan is no longer possible for 2007 premium contributions because of the discontinuation of that plan.
2. For health insurance plan year 2007, the health insurance contribution rates shall be indexed to the CalPERS Kaiser plan rates at 100% for Subscriber Only, 96.93% for Subscriber Plus One, and 95.91% of Subscriber Plus Two or More in amounts as reflected in §2 (a), (b), and (c) below. For the health insurance plan year 2007, the County's minimum monthly required contributions to available health plans shall be the lesser of the monthly premium of the employee's selected plan or:
 - a. Subscriber Only- \$431.17
 - b. Subscriber Plus One-\$835.84
 - c. Subscriber Plus Two or More-\$1,075.24

These County contributions include the enrollment contribution amount legally mandated under PEMHCA.

3. For health insurance plan year 2007, for retirees participating in the Sick Leave Conversion health benefits, the County-paid single party health coverage referred to in Article 8.11 (a) shall be the Subscriber only - 100% of the CalPERS Kaiser monthly premium which is \$431.17 for 2007 and 100% of the CalPERS Kaiser single-party-plus-one dependent monthly premium which is \$862.34 for 2007.

August 17, 2006

Page 2

4. This Side Letter Agreement shall be binding upon ratification by the members of DSA and DSA Supervisory units and approval of the Napa County Board of Supervisors.

The signatures below indicate concurrence with and acceptance of the terms of this Side Letter Agreement which supersede any inconsistent or conflicting provisions of the current labor agreements in effect between the parties.

FOR NAPA COUNTY:

FOR THE DEPUTY SHERIFFS'
ASSOCIATION:

Mark Gregersen
Director of Human Resources

Jon Crawford
President

Cc: Jackie Gong, Deputy County Counsel
Luciano Beltran, Labor Representative Goyette & Associates, Inc.