

**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 2023 Plan Year (January 1, 2023, through December 31, 2023), Anthem HMO Select is the lowest premium rate CalPERS HMO health plan. Since the Anthem HMO Select Plan has limited coverage in the Fresno/Madera areas, and to limit the negative impact this will have on County 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 2023 Plan Year.
2. All provisions of the Memorandum of Understanding not amended by this agreement shall remain in effect.

Agreed this 24th day of August, 2022.

COUNTY OF MADERA:

*Susan Carter*

\_\_\_\_\_  
Susan Carter, Chief Negotiator

*Michele May*  
[Michele May \(Aug 26, 2022 07:48 PDT\)](#)

\_\_\_\_\_  
Michele May, 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 4<sup>TH</sup> STREET / MADERA, CALIFORNIA 93637  
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Members of the Board  
Brett Frazier, District 1  
David Rogers, District 2  
Robert L. Poythress, District 3  
Leticia Gonzalez, District 4  
Tom Wheeler, District 5

## AGENDA ITEM SUBMITTAL

**October 4, 2022**  
Chairman Tom Wheeler

<b>DEPARTMENT</b> Department of Human Resources		<b>DEPARTMENT CONTACT</b> Susan Carter 559-675-7705		<b>AGENDA ITEM</b> 6.c <b>DISCUSSION ITEMS:</b>									
<b>SUBJECT:</b> 2023 Health Insurance Benchmark Sideletter - Various Bargaining Units		<b>REQUIRED VOTE:</b> 3/5 Votes Required	<b>DOC. ID NUMBER</b> 8994	<b>DATE REC'D</b>									
<b>STRATEGIC FOCUS AREA(S):</b> Employees													
<b><u>For Clerk of the Board's Office Use Only</u></b>													
<b>BOARD'S ACTION:</b>													
<table border="0"> <tr> <td><b>RESULT:</b></td> <td><b>APPROVED [UNANIMOUS]</b></td> </tr> <tr> <td><b>MOVER:</b></td> <td>Brett Frazier, Chairman Pro Tem</td> </tr> <tr> <td><b>SECONDER:</b></td> <td>David Rogers, Supervisor - District No. 2</td> </tr> <tr> <td><b>AYES:</b></td> <td>Frazier, Rogers, Poythress, Gonzalez, Wheeler</td> </tr> </table>						<b>RESULT:</b>	<b>APPROVED [UNANIMOUS]</b>	<b>MOVER:</b>	Brett Frazier, Chairman Pro Tem	<b>SECONDER:</b>	David Rogers, Supervisor - District No. 2	<b>AYES:</b>	Frazier, Rogers, Poythress, Gonzalez, Wheeler
<b>RESULT:</b>	<b>APPROVED [UNANIMOUS]</b>												
<b>MOVER:</b>	Brett Frazier, Chairman Pro Tem												
<b>SECONDER:</b>	David Rogers, Supervisor - District No. 2												
<b>AYES:</b>	Frazier, Rogers, Poythress, Gonzalez, Wheeler												
Is this item Budgeted? Yes			<b>DOCUMENT NO(S).</b>										
Will this item require additional personnel? No													
Previous Relevant Board Actions: PowerPoint/Supporting Documents: Other/Misc.													

### RECOMMENDED ACTIONS:

2023 Health Insurance Benchmark.

1. Discussion and consideration to adopt the Sideletters of Agreement with the Clerical, Communications Dispatcher, Correctional 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 2023 Plan Year (January 1, 2023 through December 31, 2023).
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:**

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### **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 2023 Plan Year (January 1, 2023, through December 31, 2023), 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 2023 Plan Year.

The Sideletters presented before the Board today represent the successful outcome of this proposal with all units. The Deputy Probation Officer Unit also agreed with the proposal. However, as we were finalizing their successor Memorandum of Understanding (MOU) at the time the proposal was made, the MOU language about the benchmark was amended in the successor MOU which was ratified by the Board on September 13, 2022.

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 2022/2023 Fiscal Year budget.



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## ATTACHMENTS

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1. Clerical-Technical Units - 2023 Health Ins. Benchmark Sideletter
2. Communications Dispatcher Unit - 2023 Health Ins. Benchmark Sideletter
3. Correctional Officer Unit - 2023 Health Ins. Benchmark Sideletter
4. Mid-Management Unit - 2023 Health Ins. Benchmark Sideletter
5. Peace Officer Unit - 2023 Health Ins. Benchmark Sideletter
6. Peace Officer Management Unit - 2023 Health Ins. Benchmark Sideletter
7. Post Graduate Licensed Professional Unit - 2023 Health Ins. Benchmark Sideletter
8. Probation Administrators Unit - 2023 Health Ins. Benchmark Sideletter
9. Probation Management Unit - 2023 Health Ins. Benchmark Sideletter
10. Professional Unit - 2023 Health Ins. Benchmark Sideletter
11. Service Unit - 2023 Health Ins. Benchmark Sideletter