

Side letter between the County of Marin and Marin County Management Employees' Association (MCMEA) Regarding - Bi-Weekly Medical Payment

This side letter replaces, in its entirety, Section XXIX, B of the Current MOU.

XXIX B. Bi-Weekly Medical Payment (BMP)

The County will contribute the annual amounts described below (in biweekly payments) in accordance with the following implementation procedures:

1. Allowance for each employee will not exceed actual out-of-pocket costs up to the cap set for each level.
2. Payments will be made bi-weekly for current employees.

Eligibility will be evaluated each pay period that the BMP is paid.

The following annual fringe-benefits payments shall be made to offset out-of-pocket medical-insurance costs. This annual amount will be paid in 26 equal bi-weekly payments.

For each full-time (1.0 FTE), regular-hire employee whose annual salary is **thirty-four thousand nine hundred ninety-nine dollars (\$34,999) or less** and has insurance coverage of employee plus one, an annual allowance of **up to one thousand two hundred fifty dollars (\$1,250)** will be provided.

For each full-time (1.0 FTE), regular-hire employee whose annual salary is **thirty-four thousand nine hundred ninety-nine dollars (\$34,999) or less** and has insurance coverage of employee plus two or more, an annual allowance of **up to three thousand two hundred fifty dollars (\$3,250)** will be provided.

For each full-time (1.0 FTE), regular-hire employee whose annual salary is **between thirty-five thousand dollars (\$35,000) and forty-four thousand nine hundred ninety-nine dollars (\$44,999)** and has insurance coverage of employee plus one, an annual allowance of **up to one thousand dollars (\$1,000)** will be provided.

For each full-time (1.0 FTE), regular-hire employee whose annual salary is **between thirty-five thousand dollars (\$35,000) and forty-four thousand nine hundred ninety-nine dollars (\$44,999)** and has insurance coverage of employee plus two or more, an annual allowance of **up to two thousand seven hundred fifty dollars (\$2,750)** will be provided.

For each full-time (1.0 FTE), regular-hire employee whose annual salary is **between forty-five thousand dollars (\$45,000) and sixty-four thousand nine hundred ninety-nine dollars (\$64,999)** and has insurance coverage of employee plus one, an annual allowance of **up to seven hundred fifty (\$750)** will be provided.

For each full-time (1.0 FTE), regular-hire employee whose annual salary is **between forty-five thousand dollars (\$45,000) and sixty-four thousand nine hundred ninety-nine dollars (\$64,999)** and has insurance coverage of employee plus two or more, an annual allowance of **up to two thousand five hundred dollars (\$2,500)** will be provided.

For each full-time (1.0 FTE), regular-hire employee whose annual salary is **between sixty-five thousand (\$65,000) and eighty-four thousand nine hundred ninety-nine (\$84,999)** and has insurance coverage of employee plus one, an annual allowance of **up to two hundred fifty dollars (\$250)** will be provided.

For each full-time (1.0 FTE), regular-hire employee whose annual salary is between **sixty-five thousand dollars (\$65,000) and eighty-four thousand nine hundred ninety-nine dollars (\$84,999)** and has insurance coverage of employee plus two or more, an annual allowance of **up to two thousand two hundred fifty dollars (\$2,250)** will be provided.

For each full-time (1.0 FTE), regular-hire employee whose annual salary is **between eighty-five thousand dollars (\$85,000) and one hundred four thousand nine hundred ninety-nine dollars (\$104,999)** and has insurance coverage of employee plus two or more, an annual allowance of **up to one thousand seven hundred fifty dollars (\$1,750)** will be provided.

Part-time benefits-eligible employees will be provided allowances as described above but on a pro-rata basis.

Angela B. Nicholson

For the County of Marin

Feb 17, 2011

Date

For the County of Marin

Date

James Dillella

For MCMEA

2/3/11

Date

For MCMEA

Art Beach

Date

2/3/11

Side letter between the County of Marin and Marin County Management Employees' Association (MCMEA) Regarding Payment to Supplement Medical Costs during 2011 and 2012 only

Medical Reimbursement Account (MRA)

The County offers a Medical Reimbursement Account in accordance with IRS Section 125 to allow employees to set aside pre-tax dollars by payroll deduction for approved medical expenses, up to a limit set by the County, and not to exceed IRS-set limits.

No later than April 1, 2011, the County will provide a one-time cash payment to each employee who is eligible for medical benefits at the following rate:

- \$250 for employee only coverage
- \$375 for employee plus one
- \$575 for employee plus family

Effective January 2012, the County will provide a one-time deposit to the employee's MRA on behalf of each employee who is eligible for medical benefits and has established an MRA through the County, at the following rate :

- \$250 for employee only coverage
- \$375 for employee plus one
- \$575 for employee plus family

This language sunsets at the expiration of the agreement in June 2012.



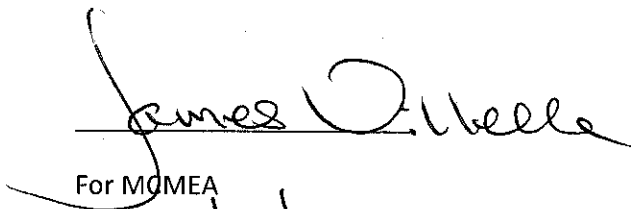
For the County of Marin

2/17/11

Date

For the County of Marin

Date



For MCMEA

2/3/11

Date



For MCMEA

2/3/11

Date

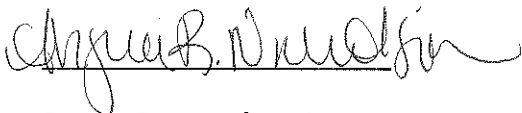
The parties agree to eliminate the side letter signed on December 15, 2010 regarding overtime and replace it with the following:

Side letter between the County of Marin and Marin County Management Employees' Association (MCMEA) Regarding Overtime

For the duration of this agreement, this side letter amends section VIII A of the current MOU for all overtime eligible employees:

Overtime shall be time in paid status:

1. Beyond the standard workweek (37.5 or 40 hours) or the employee's established workweek, whichever is longer;
2. On holidays other than Saturday or Sunday.



For the County of Marin

Feb 17, 2011

Date

For the County of Marin

Date



For MCMEA

2/3/11

Date



For MCMEA

2/3/11

Date