



# Board Agenda Item 42

DATE: October 21, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Addenda to the Memorandum of Understanding for Representation Units 2, 3, 4, 7, 11, 12, 22, 25, and 36.

RECOMMENDED ACTION(S):

1. **Approve the Addenda to the Memorandum of Understanding (MOU) regarding County health insurance premium contribution for Plan Year 2026, effective December 8, 2025, for the following Representation Units:**
  - **Representation Unit 2 - Sheriff's and Probation Personnel**
  - **Representation Unit 3 - Mental Health Professionals & Social Workers**
  - **Representation Unit 4 - Eligibility Workers**
  - **Representation Unit 7 - California Nurses Association**
  - **Representation Unit 11 - Deputy Probation Officers**
  - **Representation Unit 12 - Clerical, Paramedical, Building & Service Employees**
  - **Representation Unit 22 - Professional, Para-Professional & Technical**
  - **Representation Unit 25 - Association of Engineering Technicians**
  - **Representation Unit 36 - Supervisory Employees**

There is a \$1,185,206 increase in Net County Cost (NCC) associated with the recommended action. Approval of the recommended action would increase the County's health insurance premium contribution for Plan Year 2026 and effectuate the tentatively agreed upon terms and conditions as delineated herein regarding Addenda to the MOU for Representation Units, 2, 3, 4, 7, 11, 12, 22, 25, and 36 effective December 8, 2025. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, the County's health insurance premium contribution would remain unchanged for the Representation Units referenced above.

FISCAL IMPACT:

The total estimated cost for FY 2025-26 is approximately \$2,597,130; \$484,857 in NCC. The total estimated cost for FY 2026-27 is approximately \$3,751,410; \$700,349 in NCC. Impacted department appropriations will be monitored and adjustments will be brought to your Board if needed.

DISCUSSION:

Your Board's representatives have signed Addenda with Representation Units 2, 3, 4, 7, 11, 12, 22, 25, and 36 regarding the County's health insurance premium contribution for Plan Year 2026.

As reflected in the Addenda, the County's health insurance premium contribution for Plan Year 2026 will increase per pay period as follows:

- Health Insurance: (up to indicates that the contribution will not exceed the cost of the employee's health plan selection)
  - Increase total county contribution for Employee Only up to \$473 (up to \$15 increase per pay period) effective December 8, 2025.
  - Increase total county contribution for Employee plus Child(ren) up to \$778 (up to \$60 increase per pay period) effective December 8, 2025.
  - Increase total county contribution for Employee plus Spouse up to \$778 (up to \$60 increase per pay period) effective December 8, 2025.
  - Increase total county contribution for Employee plus Family up to \$963 (up to \$60 increase per pay period) effective December 8, 2025.

Employees eligible to participate in the County's Health Plan Benefit Program can choose to opt out during the next open enrollment period by providing written proof that they have qualifying medical coverage from another source.

REFERENCE MATERIAL:

BAI #36, October 8, 2024

ATTACHMENTS INCLUDED AND/OR ON FILE:

Addendum to the MOU for Unit 2  
Addendum to the MOU for Unit 7  
Addendum to the MOU for Unit 11  
Addendum to the MOU for Unit 25  
Addendum to the MOUs for Units 3, 4, 12, 22, and 36

CAO ANALYST:

Sevag Tateosian