

**Side Letter**  
**San Joaquin County Management Association and San Joaquin County**

[Subject to approval by the Board of Supervisors,] San Joaquin County (County) and the And the San Joaquin County Management Association (SJCMA) representing employees in the Mid-Management Bargaining Unit, agree to apply the following amendments to Provision 2.1 and 2.1.1. of the existing MOU the pay period following Board of Supervisors approval:

**2.1 Cafeteria Plan Benefits**

Regular employees may elect to purchase health, dental, vision and life insurance coverage in accordance with this Memorandum for the employee and, where applicable, his/her dependents from a cafeteria plan account established for each regular employee. For the purposes of this Memorandum, a "regular employee" is any employee occupying a budgeted position, whether or not such employee is scheduled to work eighty (80) hours in a pay period. Employees hired into this unit on or after January 16, 2012, are not eligible for Cafeteria Plan Benefits and are covered by Section 2.3 and 2.3.1 of this Memorandum.

**Cafeteria Plan Cap**

~~The County's bi-weekly contribution to the cafeteria plan is \$707.78, which is equivalent to the 2010-11 biweekly dollar amount contributed by the County for the members of this bargaining unit. If, during the term of this Memorandum, any and/or all unrepresented county employees have their cafeteria plan uncapped from the 2010/11 biweekly dollar amount contributed by the County, and any and/or all unrepresented county employees receive an increase the members of this bargaining unit shall receive the same percentage increase.~~

**2.1.1 Amount of Plan**

The County's bi-weekly contribution to the cafeteria plan is ~~\$707.78~~ \$1,365.75. {Only change for this provision}

Except for the modifications contained herein, the terms of the current MOU remain unchanged through June 30, 2027.

SJCMA

Date: 3-10-2025

By: Chris Schu  
SJCMA Representative

SAN JOAQUIN COUNTY

Date: 3/11/2025

By: Jennifer Goodman  
Jennifer Goodman  
Director, Human Resources