

**LETTER OF UNDERSTANDING
BETWEEN
COUNTY OF SACRAMENTO
AND
ENGINEERING TECHNICIANS AND TECHNICAL INSPECTORS**

March 21, 2019

Cashback/Plan Selection Incentive (PSI) and the "Waiver of Employer-Sponsored Health Coverage Affidavit"

In accordance with the settlement of Grievance #18-026-04, the parties agree that employees who choose to waive County of Sacramento medical coverage and are eligible for cashback or Plan Selection Incentive (PSI) shall submit a signed "Waiver of Employer-Sponsored Health Coverage Affidavit" on or before December 31st each year in order to continue receiving any cashback or PSI.

If the employee fails to submit the affidavit on or before December 31st, the following shall occur:

1. Cashback or PSI shall be suspended in the new calendar year until the eligible employee submits the required affidavit.
2. The employee and/or union are not entitled to any past or future claims, grievances, or reimbursements of lost cashback or PSI.
3. The County shall not be required to enroll the employee into any medical plan as long as the employee has previously provided proof of other group medical insurance coverage. Employees subsequently desiring to make a coverage change may do so only under the circumstances provided in Section 9.1(c)(2) of the Labor Agreement.
4. Upon submittal of the required affidavit, cashback or PSI shall restart the following month.

Date 4/17/19


Dee Contreras
ETTI Labor Representative


Adrian Johnson
Labor Relations Officer