

Side Letter Agreement

San Bernardino County Probation Officers Association PROBATION UNIT

Effective the pay period following Board approval, San Bernardino County and San Bernardino County Probation Officers Association agree to the following Memorandum of Understanding modifications:

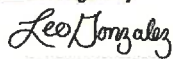
Medical and Dental Coverage

Section 4 – Needles Medical Premium Subsidy:

For employees assigned to work in the Needles, Trona, and Baker work locations, the County will establish a “Needles Subsidy.” To be eligible for the Needles Subsidy the employee must be enrolled in a medical plan and receive MPS. The Needles Subsidy will be paid by the employee’s Department and will be equal to the amount of the premium difference between the indemnity medical plan offered in these specific work locations and the HMO medical plan with the most comparable benefit design (e.g., similar copayment amounts, out-of-pocket maximums, etc.) provided by the County. This Subsidy will be established each year when premiums change for the County-sponsored medical plans. The Subsidy will be discontinued when the lowest cost medical plan becomes available to the employees.

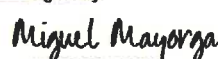
Date Agreed: 5/12/26

San Bernardino County

DocuSigned by:

5803820A5CDE4EC...

Leonardo Gonzalez
Human Resources Director

San Bernardino County Probation
Officers Association

Signed by:

510CD665842C45B...

Miguel Mayorga
President