



# County of San Mateo

## Inter-Departmental Correspondence

---

**Department:** HUMAN RESOURCES

**File #:** 22-931

Board Meeting Date: 12/6/2022

---

**Special Notice / Hearing:** None  
**Vote Required:** Majority

**To:** Honorable Board of Supervisors

**From:** Rocio Kiryczun, Human Resources Director  
Michelle Kuka, Deputy Director, Human Resources

**Subject:** Side letter agreement to the Memorandum of Understanding with the Organization of Sheriff's Sergeants (OSS)

**RECOMMENDATION:**

Adopt a resolution approving a side letter that amends the Memorandum of Understanding with the Organization of Sheriff's Sergeants for the term of April 5, 2021, through April 18, 2026.

**BACKGROUND:**

The current MOU with the Organization of Sheriff's Sergeants (OSS) was approved on October 4, 2022. The County and OSS have subsequently met and conferred in good faith and agreed to amend the terms as described in the side letter.

**DISCUSSION:**

This side letter agreement covers all of the staff in classifications represented by OSS. The following is a high-level summary of the major changes, but is not a substitute for the attached side letter agreement and the detailed terms contained therein.

The new Memorandum of Understanding with OSS made significant changes to retiree health benefits, including provisions for employer and employee contributions to a retiree health savings account (RHSA). The Memorandum of Understanding contained a re-opener clause with regards to retiree health. The County and OSS agreed to re-open negotiations solely on the retiree health and sick leave provisions if the County's Deputy Sheriff's Association agreed to different terms because such differences could affect the costs of the retiree health plan for OSS members. The side letter reflects the agreed upon changes that will now align the OSS retiree health benefits with the Deputy Sheriff's Association for ease of benefit administration and to avoid disruption upon promotion between bargaining units. The primary change is that the aforementioned employer and employee contributions will be placed in a retiree medical expense reimbursement plan or trust, administered by the Peace Officer Research Association of California (PORAC).

These changes will not impact the retiree health actuarial analysis that was already presented to the Board.

The County Attorney's Office has reviewed and approved the resolution as to form.

**FISCAL IMPACT:**

There are no anticipated additional costs associated with these changes.