

Memorandum of Understanding and Agreement

By and Between

State Center Community College District

And

Peace Officers' Association Bargaining Unit

This non-precedent setting Memorandum of Understanding and Agreement (“MOU”) is entered into by and between the State Center Community College District (hereinafter referred to as “District” or “Employer”) and the Peace Officers' Association Bargaining Unit (hereinafter referred to as “Exclusive Representative” or “POA”). The POA enters into this MOU as the Exclusive Representative for the bargaining unit of peace officers.

The District and POA agree as follows effective July 1, 2023:


- The District will offer the Retiree First program for retirees, who at time of retirement elect a Retiree Medical Insurance option under the Collective Bargaining Unit Agreement. Enrollment requirements of the Retiree First program are that eligible retirees and enrolled dependent(s) must be age 65 and must be enrolled in Medicare Parts A&B.
- For unit members who retired prior to July 1, 2023, and at time of retirement elected a Retiree Medical Insurance option under the Collective Bargaining Agreement, who are enrolled in an EdCare Group PPO medical plan will be auto-enrolled in the Retiree First program effective July 1, 2023 as long as they meet the enrollment requirements of the Retiree First program. Members will have the option to opt-out and remain on the currently enrolled EdCare Group PPO medical plan. For those retirees who do not yet meet the enrollment requirements of the Retiree First program will be allowed to remain on the retiree medical insurance plan offered through the EdCare Group. Once the retiree meets the enrollment requirements of the Retiree First program, they will be auto-enrolled in Retiree First. Members will have the option to opt-out and remain on the currently enrolled EdCare Group PPO medical plan. Retirees enrolled on a Kaiser Permanente medical plan will be allowed to remain on the District's retiree medical insurance plan offered through Kaiser Permanente or may opt into the Retiree First program by contacting the District Human Resources benefits staff during the special enrollment period.
- For unit members who retire on/after July 1, 2023, who elect a Retiree Medical Insurance option under the Collective Bargaining Agreement will remain on the District's retiree medical insurance plan offered through the EdCare Group or Kaiser Permanente. Upon meeting the enrollment requirements of the Retiree First program, those members enrolled on an EdCare Group PPO medical plan will be auto-enrolled into the Retiree First program. Members will have the option to opt-out and remain on the EdCare Group PPO medical plan. Retirees enrolled on a Kaiser Permanente medical plan will be allowed to remain on the District's retiree medical insurance plan offered through Kaiser Permanente or may opt into the Retiree First program by contacting the District Human Resources benefits staff.

The parties agree that the terms of this MOU are non-precedential and will not constitute any waiver of any rights not specifically address in this agreement.

By affixing their signatures to this MOU, the parties acknowledge that the matters set forth are agreed. The signatories signify they are the authorized representatives of the parties to this MOU and that all actions necessary for the parties to ratify and accept this MOU as a binding and bilateral agreement will be completed in the manner required by each party or by the law.

This Agreement is made this ____ day of March in the year 2023 in the City of Fresno, County of Fresno, State of California.

State Center Community College District



Julianna D. Mosier, Vice Chancellor, HR

Peace Officers' Association Bargaining Unit



Robert Kifer, POA President