

Memorandum of Understanding and Agreement

By and Between

State Center Community College District

And

Peace Officers' Association Bargaining Unit

Health & Welfare Increase

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**”) and the **Peace Officers' Association Bargaining Unit** (hereinafter referred to as “**Exclusive Representative**” or “**POA**”).

POA enters into this MOU as the Exclusive Representative for the bargaining unit of peace officers.

This MOU pertains only to the District contribution to medical premium for unit members. Nothing in this MOU is meant to set precedent for future negotiations. Neither shall this MOU be used as justification for additional changes to the 2023-2025 Collective Bargaining Agreement (CBA) beyond the issue of this increase to the District contribution to medical insurance premium. With that understanding, the POA and the District agree as follows:

- This Agreement shall amend the terms of the existing CBA only as provided herein, and in no other way modify, change, alter, diminish, or increase the existing terms or conditions of the CBA.
- Article 18, Section 6.A will be modified as follows:

Effective July 1, 2023, ~~the~~ the District's contribution to the medical insurance premium shall be an amount not to exceed a maximum monthly contribution of one thousand ~~one~~two hundred fifty dollars (\$~~1,150~~1,250.00) per month per eligible unit member. The unit member shall pay the difference between the District medical premium contribution and the cost of any premium in excess of the District contribution for any selected medical plan. If the premium is less than the District contribution, the District contribution will be the actual premium amount.~~If medical insurance premiums increase during the life of this Agreement, the District shall meet and confer with POA to discuss increases in medical insurance premium contributions.~~

Effective October 1, 2024 and each October 1 thereafter, the District's contribution to the medical insurance premium shall increase by the same percentage increase in the premium of the District's Modern Care plan, but not to exceed the funded COLA for that year. If the premium is less than the District contribution, the District contribution will be the actual premium amount.

The parties agree that the terms of this MOU are non-precedential and will not constitute any waiver of any rights not specifically address in this agreement.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

POA, as the proper 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 immediately completed in the manner required by that party or by law.

This MOU is made this 20 day of December in the year 2023, in the City of Fresno, County of Fresno, State of California.

State Center Community College District



Peace Officers' Association Bargaining Unit


Robert Kifer (Dec 20, 2023 13:02 PST)

Julianna D. Mosier
Vice Chancellor, Human Resources

Robert Kifer
POA President