

# MEMORANDUM OF UNDERSTANDING

Between

Sonoma County Office of Education and ASCOE

## ARTICLE XIX – SALARY AND FRINGE BENEFITS

The intent of this agreement is to allow employee contributions paid toward health benefits premiums, if any, be deducted automatically on a pre-tax basis through a monthly salary reduction. To exercise the right to elect to pay for the cost of premiums with post-tax dollars, the appropriate declination form of enrollment, Premium Only Plan (POP) enrollment form, must be on file with Human Resource Services within (31) days prior to the election date.

- Employees hired after August 5, 2020 will have contributions automatically deducted on a pre-tax basis from the participant's monthly payroll, unless the employee has elected to pay for the cost of coverage with post-tax dollars. Such reductions will begin with the first payroll period following the date of enrollment.
- Effective August 2020, existing continuous participants will have a one-time opportunity to change existing pre-tax/post tax election outside of an open enrollment period.
- Annually during the Open Enrollment period for medical coverage, notification to allow participants to change the pre-tax/post-tax election will be distributed to the bargaining unit participants. The election will become effective at the same time other open enrollment changes become effective.
- Election will remain in effect until the next open enrollment period and a subsequent election form is filed; or during a health coverage qualifying event or the employee becomes separated from employment.

For SCOE:


  
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John Laughlin  
Associate Superintendent  
Human Resources Services Department

Date: 9/4/2020

  
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Steve Herrington  
County Superintendent

Date: 9-6-20

For ASCOE:

  
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Cathy Gascon  
President

Date: 9/4/2020