

**MOU Section 6. Benefits**

*TA 3:31 pm  
10/27/25*

## Subsection 6.3 Cafeteria Plan

Effective for coverage of January 1, 2023 2026, or the first of the month following the Board of Supervisor's adoption date, the County's contribution toward the cafeteria plan, shall be set at eighty percent (80%) of the 2023 2026 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

Effective with the coverage effective January 1, 2024 2027, the County's contribution toward the cafeteria plan, as historically administered, shall be set at eighty percent (80%) of the 2024 2027 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

Effective with the coverage effective January 1, 2025 2028, the County's contribution toward the cafeteria plan, as historically administered, shall be set at eighty percent (80%) of the 2025 2028 PEMHCA Region 1 Kaiser Permanente family rate minus the PEMHCA MEC.

Additionally, an employee enrolled in PEMHCA for "employee plus two or more dependents" shall receive a County contribution of fifty dollars (\$50.00) per month into the Cafeteria Plan. Said employee may use this County contribution for health insurance premium conversion, health care reimbursement account, and/or dependent care reimbursement account. In the absence of a cafeteria plan election form, the County contribution shall be used for health insurance premium conversion. The County contribution of fifty dollars (\$50.00) shall sunset in October 2025 2028, ~~at the end of the pay period, which includes the expiration of the 2025-2028 collective bargaining agreement.~~

An employee may use the County's contribution to the cafeteria plan toward the medical insurance plan for which the employee has elected to enroll.

An employee who has unused (unspent) cafeteria plan contributions shall retain those contributions as additional earnings (wages), but only to a maximum of \$334.58 per month.

An employee who waives health insurance because the employee demonstrates to the County that the employee has alternate health insurance coverage shall receive \$500.00 per month minus the PEMHCA MEC.

A regular part-time or limited term part-time employee shall receive a pro-rata amount of the total sum of the PEMHCA MEC and the cafeteria plan contribution of the full-time employee in proportion to the relationship their basic workweek bears to forty hours. That total amount shall first be allocated to the PEMHCA MEC and any remaining employer contribution shall then be allocated to the cafeteria plan

Unit 17 and 18, Law Enforcement Management Association

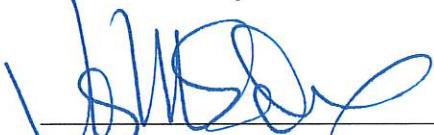
Date Passed: \_\_\_\_\_

Solano County Counterproposal 1 to Union Proposal #16 – 10/27/25

Time Passed: \_\_\_\_\_

Tentative Agreement of: Cafeteria Plan

For the County:



Niger Edwards

Chief Spokesperson

Date: 10/27/2025

For the Union:



Bill Elbert/Asish Chandra

Chief Spokespersons

Date: 10/27/25