

Happy New Year! I hope you had a great holiday season and the opportunity to unwind and enjoy time away from work. I believe a good work/home balance is important to getting reset and recharged.

I read a quote recently that really resonated with me, it's 'What the new year brings to *you* will depend a great deal on what *you* bring to the new year'.

As we enter 2023 and set new organizational goals, it is always appropriate to reflect on what we have accomplished, what we want to improve upon, and what we will be focusing on during the upcoming year. I make it a habit to begin each new year by strategically setting benchmarks both professionally and personally. A new year is a great time for self-reflection and ponder obstacles and challenges along with lessons learned, situations that provide new opportunities for growth and ways we can strive to constantly improve the Fresno Deputy Sheriff's Association forward. I feel it is important to always keep this organization moving in the right direction. At the heart of leading this organization is cultivating relationships and sticking to guiding principles. Each year, we host a one-day retreat for FDSA Board Members where we discuss the prior year, goal set for the new year and make plans on how we will execute our plans. I believe this is how we have remained one of the most well-respected law enforcement unions in the community and throughout the State of California as well. If any members have anything you would like the board to consider or discuss to improve our association in 2023, we welcome input and ideas.

Health Insurance

We have been receiving questions from members daily about information sent out by Sheriff's Human Resources related to Anthem Blue Cross no longer being accepted by Community Medical Centers, which includes Fresno Community and Clovis Community Hospitals.

The contract negotiations remain ongoing between Anthem and Community Medical Centers. At this time, other insurance carriers such as Aetna, United Health Care and Cigna are also involved in similar contract negotiation situations.

I have notified trustees on our Insurance Trust about the current negotiations and provided the information given to me by our insurance broker, DiBudo and DeFendis.

I am attaching the copy of the message Sheriff's Human Resource put out to the agency for those on Anthem and regarding the current issue with Anthem Blue Cross and Community Hospitals.

Anthem Blue Cross Members,

Please see important notice found [HERE](#) regarding the termination of the contract with [Community Medical Centers](#) effective 01/01/2023. If you would like to track the status of contract negotiations please visit the [Community Medical Centers Contract Status page](#).

We are committed to our employees' wellbeing and access to health care, and want to emphasize that there are other available contracted facilities which include:

- *Fresno Surgical Hospital*
- *St Agnes Medical Center*
- *Selma Community Hospital*
- *Valley Children's Hospital*

In addition, we want to remind you of other available healthcare services listed below. Please click on each service name for more information.

- [Urgent Care Facilities](#)
- [98point6](#)
- [LiveHealth Online](#)
- [Anthem 24/7 NurseLine](#)

Important: *Emergency medical services do not require pre-authorization regardless of where services are delivered. Members may go to any hospital for emergency services. Emergency services are services provided in connection with treatment of a medical/psychiatric emergency that would result in placing the patient's health in serious jeopardy, serious impairment to bodily function, or serious dysfunction of any bodily organ or part. For non-emergency services, Anthem members are encouraged to identify in-network facilities prior to medical visits to avoid potential out-of-network costs. For more information about emergency and non-emergency services, please review Anthem's [FAQ's](#) and [surprise medical billing notice](#).*

If you have any questions please call Anthem's customer service line at (800) 967-3015.

Thank you.

Please know, as soon as a deal is reached, I will update you all.

Memorandum of Understanding (MOU) Contract Increase

As a reminder, there is a salary increase coming to all members of Unit one this coming Monday, January 9, 2023. This is a 3% salary increase. The increase will be reflected on your February 3rd paycheck. Also during this same date, January 9, 2023 the Intermediate POST will increase from its current 2.5% to 4.5%. Those of you who have your intermediate POST only at this point will see that reflected as well on February 3, 2023. As enhancements come to the MOU over the term of this current MOU, I will be updating the members, prior to, so you are all aware what to expect and if it affects you or not. As always, if you have any questions, as many of you do, continue to reach out to me for clarification on any issues within the MOU. I feel the questions you all of have are always valid and offer a lot of clarity to the confusing issues or just lack of knowledge some of our members have.

FDSA Online Store

A reminder to all members- we have a wide range of FDSA items available through our new online store. The featured apparel and swag are stylish and modern.

The store is opened from the 1st of each month until the 16th. After the store closes on the 16th- orders are filled. The product options and name brands include items Nike, Travis Mathews, North Face, and more! Feel free to log on and shop today!

To visit the online store, just click on this link: <https://stores.inksoft.com/fdsa/shop/home>

As we go into 2023, we will continue to strive for hiring new employees while offering opportunities for those employees who are here with us. With a new Sheriff offers new opportunities to progress in ways we may not have in the prior years.

I want to wish you all a year full of happiness, great memories made and of course, safety. May God watch over each one of you called to serve Fresno County.

My very best,

Eric