

HUMAN RESOURCES MEMORANDUM 13-020		DATE ISSUED: September 12, 2013
SUBJECT: 2014 Health and CoBen Contributions		REFERENCE: PML 2013-029
TO: ALL DEPARTMENT OF GENERAL SERVICES EMPLOYEES		SUPERSEDES:

PLEASE ENSURE THAT THIS INFORMATION IS SHARED WITH YOUR EMPLOYEES

Purpose The following employer health benefits and CoBen contributions are effective January 1, 2014 (December 2013 pay period). The collective bargaining process is fluid and changes may subsequently be agreed to which could alter these amounts.

Health Contribution Rates;
Represented Employees

Health Contribution Rates –

Employees in Bargaining Units	Employee	Employee with 1 Dependent	Employees with 2+ Dependents
1, 4, 10, 11, 12, 14, 15 & 21	\$512	\$1024	\$1328
9	\$544	\$1056	\$1360
13	\$495	\$992	\$1288

Dependent Health Vesting Schedules (DHVS) –

BU's 1, 4, 11, 14, 15 & 21 are subject to a 12-month DHVS (Effective with the August 2013 pay period):

Dependent Contribution Level	Employee	Employee with 1 Dependent	Employees with 2+ Dependents
75%	\$512	\$896	\$1124

BU's 10 and 12* are subject to a 24-month DHVS:

Dependent Contribution Level	Employee	Employee with 1 Dependent	Employees with 2+ Dependents
50%	\$512	\$768	\$920
75%	\$512	\$896	\$1124

BU 13* employees are subject to a 24-month DHVS:

Dependent Contribution Level	Employee	Employee with 1 Dependent	Employees with 2+ Dependents
50%	\$495	\$744	\$892
75%	\$495	\$868	\$1090

*Effective July 1, 2014, employees represented by Bargaining Unit 12 or 19, who first become eligible for health benefit enrollment or are receiving 50% of the normal employer dependent portion of the health contribution, shall be subject to a 12-month dependent health vesting schedule. Employees will receive 75% of the employer contribution for dependent health coverage during the first 12 months of service and the full employer health contribution after completing 12 months of service.

Implementation of the 12-month dependent health vesting schedule for BU 12 is subject to the economic trigger provision described in MOU section 2.2 Salaries.

CoBen Allowance

CoBen Allowance –

Employees in Bargaining Units	Employee	Employee with 1 Dependent	Employees with 2+ Dependents
7, 16, and 19	\$557	\$1096	\$1429
2	\$544	\$1073	\$1402
Excluded Employees	\$590	\$1140	\$1474

Dependent Health Vesting Schedules (DHVS) –

BU's 7, 16 and 19* are subject to a 24-month DHVS:

Dependent Contribution Level	Employee	Employee with 1 Dependent	Employees with 2+ Dependents
50%	\$557	\$840	\$1021
75%	\$557	\$968	\$1225

BU 2 employees are subject to a 24-month DHVS:

Dependent Contribution Level	Employee	Employee with 1 Dependent	Employees with 2+ Dependents
50%	\$544	\$825	\$1006
75%	\$544	\$949	\$1204

*Effective July 1, 2014, employees represented by Bargaining Unit 12 or 19, who first become eligible for health benefit enrollment or are receiving fifty percent (50%) of the normal employer dependent portion of the health contribution, shall be subject to a 12-month dependent health vesting schedule. Employees will receive 75% of the employer contribution for dependent health coverage during the first 12 months of service and the full employer health contribution after completing 12 months of service.

Health Plan Information

For information on State health benefits and programs, please visit the California Public Employees Retirement System's (CalPERS) Open Enrollment section, found on their homepage: www.calpers.ca.gov. Employees may also contact the following health plans directly or visit their CalPERS-specific member websites for information regarding provider participation, service areas, benefits, exclusions, and Evidence of Coverage (EOC) booklets. Not all of the CalPERS-specific websites and EOC's are available on the date of publication; however, they will be available by mid-September:

Health Plan	Phone Number	Website
Anthem Blue Cross	(855) 839-4524	www.anthem.com/ca/calpers/HMO
Blue Shield of California	(800) 334-5847	www.blueshieldca.com/calpers
California Association of Highway Patrolmen (CAHP)	(800) 759-5758	www.theca hp.org
California Correctional Peace Officers Association (CCPOA)	(800) 257-6213	www.ccpoabtf.org
Health Net of California	(888) 926-4921	www.healthnet.com/calpers
Kaiser Permanente	(800) 464-4000	www.kp.org/calpers
PERS Choice, PERS Select, PERSCare	(877) 737-7776	www.anthem.com/ca/calpers

Health Plan Information (Continued)

Health Plan	Phone Number	Website
Peace Officers Research Association of California (PORAC)	(800) 937-6722	www.porac.org
Sharp Health Plan	(855) 995-5004	www.sharphealthplan.com/calpers
UnitedHealthcare	Active Members (877) 359-3714 Retiree Members (888) 867-5581	www.uhc.com/calpers

Dependent Vesting FAQs*What is dependent health vesting?*

Dependent health vesting provides new employees a reduced employer health benefits contribution toward dependent coverage during their first 12 or 24 months of service.

New employees in BU's 1, 4, 11, 14, 15, and 21, not previously eligible for health benefits under State civil service, receive:

- 75 percent of the employer contribution for dependent health coverage during the first 12 months of service.
- After completing 12 months of service, new employees receive the full employer contribution for dependent health coverage.

New employees in BUs 2, 7, 10, 12*, 13, 16, and 19* not previously eligible for health benefits under State civil service, receive:

- 50 percent of the employer contribution for dependent health coverage during the first 12 months of service.
- 75 percent of the employer contribution for dependent health coverage during months 13 through 24.
- After completing 24 months of service, new employees receive the full employer contribution for dependent health coverage.

*Effective July 1, 2014, employees represented by BU 12 or 19, who first become eligible for health benefit enrollment or are receiving 50 percent of the normal employer dependent portion of the health contribution, shall be subject to a 12-month dependent health vesting schedule. Employees will receive 75 percent of the employer contribution for dependent health coverage during the first 12 months of service and the full employer health contribution after completing 12 months of service.

Implementation of the 12-month dependent health vesting schedule for BU 12 is subject to the economic trigger provision described in MOU section 2.2 Salaries of their MOU.

What prior State service exempts new employees from dependent health vesting?

A new employee must meet all of the following criteria to be exempt from dependent health vesting:

- Previous appointment date prior to January 1, 2007 for employees in BUs 1, 3, 4, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, and 21 and July 1, 2006 for employees in BUs 2 and 7;
- Must be a State civil service appointment (UC and CSU appointments are not State civil service); and
- Employee must have been eligible for State health benefits (it does not matter whether or not the employee actually enrolled in health benefits, as long as they were eligible to enroll).

What counts as a month of "service" for dependent health vesting?

The vesting period begins with the month an employee is first eligible for State health benefits. The vesting period is a continuous 12 or 24 months, unless the employee permanently separates from State service. Upon reinstatement following a permanent separation, the employee must serve the remainder of their vesting period.

For Permanent Intermittent (PI) employees, the vesting period begins following the completion of a control period; at the point the PI becomes eligible for health benefits. For example, if a PI meets the required hours in the July 1 through December 31 control period, they first become eligible for health benefits on February 1. The vesting clock starts on February 1 and continues to run unless the PI permanently separates or loses health eligibility. Upon reinstatement or resumption of health eligibility, the employee must serve the remainder of their vesting period.

If an employee from a non-vesting bargaining unit or an excluded employee transfers to a bargaining unit subject to dependent health vesting during their first 12 or 24 months of service, are they subject to dependent health vesting?

A State employee already receiving the 100 percent employer health contribution remains at the 100 percent contribution level.

If an employee from a bargaining unit subject to dependent health vesting transfers to a bargaining unit not subject to dependent health vesting during their first 12 or 24 months of service, must they continue to serve out their vesting period?

The employee begins receiving the 100 percent employer health contribution upon appointment to the non-vesting bargaining unit.

Question

Please refer to the appropriate collective bargaining agreement for the specific criteria for determining if an employee is subject to dependent health vesting.

If you have any questions regarding the information provided, please contact your OHR Personnel Specialist.

ANGIE BOLDRINI, Personnel Officer
Office of Human Resources

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