

TENTATIVE AGREEMENT

COUNTY PROPOSAL #2

ARTICLE 11: MEDICAL BENEFITS FOR FUTURE RETIREES

11.6 County Contribution Toward Retiree Medical Plans – Employees Hired Before January 1, 2009 and Retired On or After July 1, 2023

A. Eligibility: In order to be eligible for this benefit, the retiree must have:

1) Completed at least 10 years of consecutive regular full-time paid County of Sonoma service employment. The equivalent worked or purchased regular part-time County service time can be counted toward the 10 years. However, any miscellaneous purchased service time such as extra help, contract, and leave of absence service time does not count toward this eligibility requirement, and

2) Have been a contributing member of the Sonoma County Employees' Retirement Association (SCERA) for the same time period, and

3) Retired directly from Sonoma County service. If retiree previously deferred membership in SCERA, the retiree forfeits eligibility to all benefits described in this section.

4) Laid-Off and Restored Employees: Employees who were employed by the County prior to January 1, 2009, but who were laid off thereafter shall be eligible for the benefits described in this Article 11.6 provided that they are subsequently restored to County employment, pursuant to Civil Service Rule 11.4 or this MOU, rejoin the County retirement system, and are otherwise eligible for retiree medical benefits under this Section. The break in service caused by the layoff shall be bridged upon restoration such that, although no service time is earned during the break, consecutive service is restored for eligibility for this benefit. To the extent allowed by law they shall not be eligible for the benefits described in Article 11.6 County Contribution toward Retiree Medical Plans – Employees Hired Before January 1, 2009 and Retired On or After July 1, 2023.

B. County Contribution

The County shall contribute toward the cost of County offered medical plans for any eligible retiree whether or not the retiree covers eligible dependent(s), an amount of five hundred dollars (\$500) a month.

C. Additional Dependents

Retirees eligible under this section may enroll eligible dependent(s) in the County offered medical plan elected by the retiree but the retiree is responsible for all premium costs in excess of the County's contribution.

D. Retirees Who Reside Out of Managed Care Service Area

Retirees who meet eligibility requirements in Article 11.6 and who reside outside of any County-offered managed care medical plans' service areas, are eligible to receive a contribution of \$500 per month into the Retiree Health Reimbursement Account. All retirees and eligible dependents who receive a County Contribution to a Retiree HRA are responsible for Medicare Part B premiums. The benefits of this Article must be elected within the first 31-days of moving out of all Managed Care Service Areas.



County Signature



Matthew J. Finnegan Teamsters Local 856/SCDPDAA

Date: 4/21/2023