

TENTATIVE AGREEMENT

ARTICLE 10: MEDICAL BENEFITS FOR FUTURE RETIREES

****This agreement is to replace the TA on "NEW SECTION: County Contribution Toward Retiree Medical Plans – Employees Hired Before January 1, 2009, and Retired On or After July 1, 2023" signed by both parties 4/28/2023****

Proposal:

10.2 County Contribution Toward Retiree Medical Plans – Employees Hired Before January 1, 2009

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 purchased after January 27, 2010, 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. Retire directly (simultaneously) from Sonoma County service. If retiree previously deferred membership in SCERA, the retiree forfeits eligibility for all benefits described in this Section.

~~4. Current retirees receiving a County contribution for retiree medical based on eligibility at the time of their retirement who do not meet the 10 year requirement as listed above are grandfathered in at the eligibility at the time of their retirement.~~

54. Laid-Off & 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 10.2 provided that they are subsequently restored to County employment, pursuant to Civil Service Rule 11.4, 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 10.3 (County Contribution toward Retiree Medical Plans - Employees Hired On or After January 1, 2009 - Effective January 1, 2009).

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

that shall not exceed, nor be less than, \$500.00 a month. The retiree is responsible for all costs (including premiums) that exceed the total County contribution.

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: Effective for retirees retired on or after July 1, 2023, who meet eligibility requirements in this Section and the Surviving Dependents (as defined in Section 10.4) of retirees who meet eligibility requirements in this Section, who reside outside of all County-offered managed care medical plans' service areas (also includes care service areas for retiree-only managed care plans), are eligible to receive a contribution of \$500 per month into the Retiree Health Reimbursement Account. Retirees or Surviving Dependents (as defined in Section 10.4) must activate this within 30 days of moving outside of the service areas of all County-offered managed care medical plans. All retirees and eligible dependents who receive a County Contribution to a Retiree HRA are responsible for Medicare Part B premiums.



County Signature

5/18/23
Date:



ESC Signature

5/18/23
Date: