

**California Department of Human Resources
Memorandum**

TO: Personnel Management Liaisons (PML)

SUBJECT: 2013 Employer Health and CoBen Contributions	REFERENCE NUMBER: 2012-032
DATE ISSUED: 8/3/2012	SUPERSEDES:

This memorandum should be forwarded to:

**Employee Relations Officers
Personnel Officers
Personnel Transaction Supervisors**

FROM: Department of Human Resources
Labor Relations Division

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The following employer health benefits and CoBen contributions are effective, January 1, 2013 (December 2012 pay period). The collective bargaining process is fluid and changes may subsequently be agreed to which could alter these amounts. CalHR will notify you if there are any changes.

Represented Employees

Units 1, 3, 4, 6, 10, 11, 12, 13, 14, 15, 20, 21 - Health Contribution

Employee:	\$495
Employee plus 1 dependent:	\$992
Employee plus 2 or more dependents:	\$1,288

Units 1, 3, 4, 10, 11, 12, 13, 14, 15, 20, 21- Health Contribution for Employees Subject to Dependent Health Vesting

	<u>Dependent Contribution Level</u>	
	<u>50%</u>	<u>75%</u>
Employee	\$495	\$495
Employee plus 1 dependent	\$744	\$868
Employee plus 2 or more dependents	\$892	\$1,090

Units 2, 7, 16, 17, 18, 19 – CoBen Allowance

Employee	\$544
Employee plus 1 dependent	\$1,073
Employee plus 2 or more dependents	\$1,402

Units 2, 7, 16, 17, 18, 19 – CoBen Allowance for Employees Subject to Dependent Health Vesting

	<u>Dependent Contribution Level</u>	
	<u>50%</u>	<u>75%</u>
Employee	\$544	\$544
Employee plus 1 dependent	\$825	\$949
Employee plus 2 or more dependents	\$1,006	\$1,204

Units 5 and 9 - Health Contribution

Employee	\$526
Employee plus 1	\$1,023
Employee plus 2 or more dependents	\$1,319

Unit 8 - CoBen Allowance

Employee	\$575
Employee plus 1 dependent	\$1,104
Employee plus 2 or more dependents	\$1,433

Excluded Employees - CoBen Allowance

Employee	\$577
Employee plus 1 dependent	\$1,117
Employee plus 2 or more dependents	\$1,448

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 24 months of service.

New employees, not previously eligible for health benefits under State civil service, receive:

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

Which bargaining units are subject to dependent health vesting?

Bargaining Units 1, 2, 3, 4, 7, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20 and 21 are subject to dependent health vesting.

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 vesting:

- Previous appointment date prior to January 1, 2007 for employees in Bargaining Units 1, 3, 4, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, and 21 and July 1, 2006 for employees in Bargaining Units 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 24-month vesting period begins with the month the employee is first eligible for State health benefits. The vesting period is a continuous 24 months, unless the employee permanently separates from State service. Upon reappointment, following a permanent separation, the employee must serve out 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 24 months of service, are they subject to dependent vesting?

An 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 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.

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

If you have any questions regarding the information provided above, please contact Elaine Smith at (916) 445-9801.

/s/ Pam Manwiller

Pam Manwiller, Assistant Chief
Labor Relations Division