

**California Department of Human Resources  
Memorandum**

**TO: Personnel Management Liaisons (PML)**

<b>SUBJECT:</b> Dependent Health Vesting Changes—Bargaining Unit 10	<b>REFERENCE NUMBER:</b> 2014-035
<b>DATE ISSUED:</b> 10/16/2014	<b>SUPERSEDES:</b>

This memorandum should be forwarded to:

**TO: Employee Relations Officers  
Personnel Officers  
Personnel Transactions Supervisors**

**FROM:** California Department of Human Resources  
Benefits Division

**CONTACT:** Michelle Garbato, Health Policy Analyst  
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The purpose of this memorandum is to inform employee relations officers, personnel officers, and personnel transactions supervisors of the following dependent health vesting changes for Bargaining Unit 10 employees:

**New Hires**

Effective with the November 2014 pay period:

- Employees in Bargaining Unit 10 who first become eligible for health benefits on or after October 26, 2014, should be placed in the 75 percent dependent health vesting contribution tier for the first 12 months of service.
- Upon completion of 12 months of service, these employees should begin receiving the full state contribution in effect at that time.

**Existing Employees**

Effective with the November 2014 pay period:

- The State Controller's Office will place Bargaining Unit 10 employees, who were receiving a 50 percent dependent health contribution on October 31, 2014, in the 75 percent contribution tier, until they have completed 12 months of service since first becoming eligible for health benefits.
- The State Controller's Office will place Bargaining Unit 10 employees, who were receiving a 75 percent dependent health contribution on October 31, 2014, in the 100

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percent contribution tier, if they have completed 12 months of service since first becoming eligible for health benefits.

### **Tracking and Reporting**

Departments should continue their current processes surrounding tracking and reporting of employee vesting status. Any changes in vesting status for Bargaining Unit 10 employees, including Permanent Intermittents, must continue to be reported to the State Controller's Office.

If employees have questions regarding their union agreement, they should contact their union representative directly. If personnel officers, transactions supervisors, or staff have any questions or need additional clarification, please contact Michelle Garbato at (916) 323-0862 or [michelle.garbato@calhr.ca.gov](mailto:michelle.garbato@calhr.ca.gov).

/s/Pam Manwiller

Pam Manwiller, Acting Chief Deputy Director