

Health Coverage - Retirement:

1. Confidential employees hired prior to July 1, 2019:

a. Confidential employees who retire may continue to participate in the health care plan, as outlined, provided the confidential employee makes the arrangements for premiums to be paid through the retirement program. This benefit is dependent upon the continued approval of the insurance carrier. In the event that the Department re-enters the California Public Employee Retirement System (PERS) provided pursuant to the State Employees' Medical and Hospital Care Act, the Department agrees to pay the then-applicable monthly minimum contribution rate established by the contract between the City/Department and PERS.

b. When a confidential employee retires with a minimum of ten (10) years of service and is at least the age of fifty-five (55), the Department agrees to pay a monthly contribution to be calculated as outlined in Section 5, Paragraph A3b toward the cost of medical coverage premiums for an eligible retired unit member and spouse for a Department sponsored group health insurance plan. Retirees will be responsible for paying any premium amounts over the established contribution rate.

c. If a retired confidential employee dies, and a spouse was otherwise eligible for the monthly contribution (i.e., the retired confidential employee was eligible at retirement and the retired confidential employee and spouse participated in a health plan through the Department), the spouse will continue to receive a monthly contribution up to the maximum monthly contribution for their medical coverage premiums, provided the spouse does not remarry and remains in the Department's health plan.

If a retired confidential employee was not eligible to receive the monthly contribution and was enrolled in a Department group health insurance plan as of July 1, 2003, that retired confidential employee (and spouse, if applicable) will continue to receive an amount that is equivalent to the then-current PERS minimum eligibility amount. In order to receive this amount, the retired confidential employee (and spouse, if applicable) must participate in the Department's health plan. If the retiree dies or has died, the spouse will continue to receive this amount, provided that the spouse does not re-marry and continues to participate in the Department's health plan.

d. The provision of retirement at age fifty-five (55) took effect on April 1, 1988. Any confidential employee who retired prior to April 1, 1988, must have been at least age sixty (60) at the time of retirement. Department health insurance contributions for eligible retirees over age sixty-five (65) took effect April 1, 1990, for qualified confidential employees who retire after April 1, 1990.

e. Department health insurance contributions for eligible retirees over age sixty-five (65) who do not qualify for Medicare, took effect for qualified confidential employees who retire after April 5, 1992. Confidential employees must show proof of application to Social Security and a written decision regarding their qualification for Medicare when qualified to receive the written decision.

2. Confidential employees hired on or after July 1, 2019, are not eligible for participation in retiree health coverage.