

**California Department of Human Resources
Memorandum**

TO: Personnel Management Liaisons (PML)

SUBJECT: Other Post-Employment Benefits (OPEB) Prefunding Implementation–Bargaining Unit 6	REFERENCE NUMBER: 2016-027
DATE ISSUED: October 6, 2016	SUPERSEDES:

This memorandum should be forwarded to:

**Personnel Officers
Employee Relations Officers
Personnel Transactions Supervisors
Personnel Transactions Staff**

FROM: California Department of Human Resources
Benefits Division

CONTACT: Angela Acker
Health Policy Analyst
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Pursuant to the Bargaining Unit (BU) 6 Memorandum of Understanding, Other Post-Employment Benefits (OPEB) prefunding for BU 6–Correctional Employees will be implemented effective September 1, 2016. The purpose is to prefund retiree health benefits, with the goal of reaching 50 percent cost sharing of actuarially determined total normal costs for both employer and employees by July 1, 2018. The amount of employee and matching employer contributions will equal the following percentages of total pensionable compensation for each pay period beginning:

- September 1, 2016: 1.3 percent (first contribution to be taken from the October 2016 Pay Warrant)
- July 1, 2017: increased by 1.3 percent, for a total of 2.6 percent
- July 1, 2018: increased by 1.4 percent, for a total of 4.0 percent

Pensionable compensation is any pay that is subject to retirement contribution. Employees designated R06, S06, M06, and in other positions related to BU 6 are subject to OPEB if they are eligible for health benefits. The other positions related to BU 6 are:

Excluded Positions

<u>Class Code</u> 9704	<u>Class Title</u> Associate Deputy Inspector General
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9705	Deputy Inspector General
9706	Deputy Inspector General, Senior
9764	Special Agent-In-Charge, Department of Corrections
9766	Special Agent, Department of Corrections
9767	Senior Special Agent, Department of Corrections

Exempt Positions

<u>Class Code</u>	<u>Class Title</u>
0318	Secretary, Department of Corrections and Rehabilitation
0320	Undersecretary, Operations
0321	Chief, Office of Correctional Safety
0322	Director, Division of Adult Institutions
0533	Director, Division of Adult Parole Operations
5033	Associate Director, High Security (Males)
5507	Deputy Director, Facility Support, Division of Adult Institutions
6281	Director, Division of Internal Oversight and Research
6298	Associate Director, Female Offender Program and Services
6581	Director, Division of Juvenile Justice
7642	Associate Director, Reception Center Institutions
9077	Associate Director, General Population–Males, Division of Adult Institutions
9081	Deputy Director, Operations and Programs, Division of Juvenile Justice
9380	Assistant Secretary, Internal Affairs
9593	Superintendent
9625	Warden/Department of Corrections
9649	Chief, Contract Beds Unit
9657	Deputy Director, Facility Operations

CEA Positions

Class Title
Assistant Deputy Director, Facility Support, Division of Adult Institutions
Deputy Director, Division of Adult Parole Operations
Regional Parole Administrator, Northern Region, Division of Adult Parole Operations
Regional Parole Administrator, Northern Region, Division of Adult Parole Operations
Regional Parole Administrator, Southern Region, Division of Adult Parole Operations
Regional Parole Administrator, Southern Region, Division of Adult Parole Operations
Deputy Chief, Correctional Safety, Office of Correctional Safety
Chief, Field Operations, Division of Internal Oversight and Research
Chief, Headquarters Operations, Division of Internal Oversight and Research

In addition, Permanent Intermittent employees who contribute toward retirement are subject to OPEB. Employees who are not eligible for health benefits due to their tenure or time base, e.g., temporary, seasonal, or part-time less than half-time, are not subject to OPEB. This ineligible group includes employees whose appointments are to the following positions:

- Retired Annuitant
- Temporary Intermittent
- Tenure of six months or less

A State Controller's Office (SCO) Payroll Letter with additional processing information will be forthcoming.

If you have any questions regarding this information, please contact Angela Acker at (916) 322-9795 or angela.acker@calhr.ca.gov.

/s/Pam Manwiller

Pam Manwiller, Deputy Director, Labor Relations