



AFSCME RETIREE HEALTH

(Effective 6/12/2022)

Employee Contribution for "Cost Neutrality"	<p>Employees hired before 6/12/2022:</p> <p>Biweekly contribution of 0.7% of salary</p>
Employee and Employer RHRA Contribution	<p>Employees hired on or after 6/12/2022:</p> <ul style="list-style-type: none"> • Mandatory employee contribution: fifty dollars (\$50) per month to the employee's RHRA; 100% vested at all times • County Contribution: Upon successful completion of five (5) years of continuous paid regular employment with the County, the County will contribute a lump sum of three thousand dollars (\$3,000) (\$50/month for five years of service). Each month thereafter, the County will deposit fifty dollars (\$50) per month to the full time employee's RHRA; prorated for part time employees; vested after 5 years of service

RETIREE HEALTH	
Dental & Vision Plans	<p>Eligible to continue Represented dental plan and Represented vision plan in retirement; Once waived, retiree cannot re-enroll</p> <p>Eligible to enroll in Voluntary dental and vision plans during open enrollment/qualified life event; minimum of 12-month enrollment requirement</p>
Deferred Retiree Health Enrollment	<p>Enrollment may be deferred once. Deferral must be for all benefit types; retiree cannot enroll in one benefit and defer another.</p>

County Contribution (Employees hired before 6/12/2022)	
Summary	<p>Employees hired before 6/12/2022:</p> <ul style="list-style-type: none"> • Frozen Sick Leave Conversion: County contribution to retiree's RHRA based on unused frozen sick leave at the conversion rate set forth by the MOU. • Pre-65 Benefit and Post-65 Benefit: County contribution towards retiree's County health plan premiums based on years of service and age; Any remaining amount is deposited to the retiree's RHRA (100% if no County benefit) <p>*This Retiree Health plan applies to LVN.</p>
Retiring with less than 15 years of service	<ul style="list-style-type: none"> • Frozen Sick Leave Conversion: 100% of unused Frozen Sick Leave will be converted to RHRA contribution at the conversion rate below: <ul style="list-style-type: none"> <li style="text-align: center; color: #0070C0;">HIRED BEFORE 1/1/2011 <li style="text-align: center;">8 hours of unused frozen sick leave = \$440 <li style="text-align: center; color: #0070C0;">HIRED ON OR AFTER 1/1/2011 <li style="text-align: center;">8 hours of unused frozen sick leave = \$400 • No pre-65 or post-65 benefit.
Retiring with 15 or More and Less than 20 Years of Service	<ul style="list-style-type: none"> • Frozen Sick Leave Conversion: 50% of unused frozen sick leave hours x Employee's hourly wage will be deposited to retiree's RHRA • Pre-65 Benefit <ul style="list-style-type: none"> - County contribution of \$891.95 per month towards County medical, dental, and vision; - Any remaining amount is deposited to the retiree's RHRA (100% if no County benefit); - Ends when retiree turns 65. • Post-65 Benefit



COUNTY OF SAN MATEO
EMPLOYEE BENEFITS

	<ul style="list-style-type: none">- Contribution of \$157.11 per month towards County medical, dental, and vision; in accordance with CMS adjustment, not to exceed 5.8% from 2023-2026 and 5% in 2027 and beyond;- Amount is doubled if married, regardless of spouse's age.- Payable for 10 years from age 65 or from retirement date, whichever is the latter.
Retiring with 20 or more Years of Service	<ul style="list-style-type: none">• Frozen Sick Leave Conversion: 50% of unused frozen sick leave hours x Employee's hourly wage will be deposited to retiree's RHRA• Pre-65 Benefit<ul style="list-style-type: none">- County contribution of \$1,189 per month towards County medical, dental, and vision;- Any remaining amount is deposited to the retiree's RHRA (100% if no County benefit);- Ends when retiree turns 65.• Post-65 Benefit<ul style="list-style-type: none">- Contribution of \$157.11 per month towards County medical, dental, and vision; in accordance with CMS adjustment, not to exceed 5.8% from 2023-2026 and 5% in 2027 and beyond;- Amount is doubled if married, regardless of spouse's age.- Payable for 10 years from age 65 or from retirement date, whichever is the latter.
Surviving Spouse Benefits	<ul style="list-style-type: none">• Pre-65 Benefit<p>Half of monthly contribution amount payable to RHRA defined eligible surviving spouse until retiree would have reached age 65.</p>• Post-65 Benefit<p>Monthly cost for one person is payable to RHRA defined eligible surviving spouse until 10-year period would have expired.</p>