



Legislation Text

File #: 19-472, Version: 1

MEMORANDUM

TO: The Honorable Board of Supervisors

FROM: Pamela Nichols, Human Resources Director

DATE: May 14, 2019

SUBJECT: Consideration of an Exception to LCEA Unit 4 MOU Requirement for a 75% Health Stipend for a Recent Retiree

EXECUTIVE SUMMARY:

The LCEA Unit 4 MOU requires twenty (20) years of total County service, of which five (5) years must be continuously served immediately prior to retiring, in order for a retiree participating in the County's retiree insurance program to be awarded a monthly stipend equivalent to 75% of the group health insurance medical premium for active employees with employee-only coverage under the same health plan.

Linda Puertolas was a long-time County employee, and retired after 19 years and 10 months of County service. At retirement, Ms. Puertolas converted her sick leave to retirement service credit and reached 20 years of CalPERS service credit. Mr. Puertolas had the understanding that her service credit with CalPERS was equivalent to her time with the County when, in fact, those two numbers are separate.

This request is a one-time isolated incident. Human Resources will be reviewing all future retirement notifications to ensure that the soon-to-be retiree is aware of any important anniversary dates that may affect their retirement decision. Human Resources has also updated their retirement materials to educate employees on CalPERS service credit and time with the County.

FISCAL IMPACT: ☐ None ☐ Budgeted ☐ Non-Budgeted

Estimated Cost:

Amount Budgeted:

Additional Requested:

Annual Cost (if planned for future years):

FISCAL IMPACT (Narrative):

STAFFING IMPACT (if applicable):

RECOMMENDED ACTION:

Staff is requesting that your Board approve the exception to the LCEA Unit 4 MOU requirement for a 75% Health Stipend for Ms. Puertolas.