

## Human Resources Branch Memorandum

<b>SUBJECT:</b> <b>Update – Other Post-Employment Benefits (OPEB) Prefunding</b>	<b>NUMBER:</b> <b>HRB 19-016</b>
	<b>DATE ISSUED:</b> <b>May 6, 2019</b>
<b>DISTRIBUTION:</b> <b>CDFW All</b>	<b>EXPIRES:</b> <b>N/A</b>

Action Required       Informational Only       Control Agency Directive

### Purpose

The purpose of this memorandum is to inform California Department of Fish and Wildlife (CDFW) excluded and exempt employees not directly associated with a bargaining unit, (e.g., E48, E97, E98 and E99) of the July 1, 2019 update to the Other Post-Employment Benefits (OPEB) Prefunding contribution.

### Authority

- [California Department of Human Resources Manual Section 1422](#)
- [Government Code Sections 22940-22944.5](#)

### OPEB General Information

All employees eligible for health benefits, including Permanent Intermittent (PI) employees, must contribute towards OPEB prefunding, to offset the future financial liability of health benefits for retired members. Please see [HRB Memo 17-017](#) for additional information regarding OPEB and contributions for all other CDFW employees.

### Excluded and Exempt Employees Not Associated with a Bargaining Unit

Excluded and exempt employees not associated with a bargaining unit (e.g., E48, E97, E98, and E99) will contribute towards OPEB beginning July 1, 2019. The contribution percentage is 1.6 percent of their pensionable compensation.

### Contact

Please direct any questions to your assigned Personnel Specialist.