

## Human Resources Branch Memorandum

<b>SUBJECT:</b> <b>Update - Other Post-Employment Benefits (OPEB) Prefunding</b>	<b>NUMBER:</b> <b>HRB 19-024</b>
<b>DISTRIBUTION:</b> <b>CDFW All</b>	<b>DATE ISSUED:</b> <b>September 4, 2019</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) employees of the July 1, 2019, update to the Other Post-Employment Benefits (OPEB) Prefunding contribution rates for BU01, BU02, BU04, BU07, BU09, BU10, BU11, BU12 and BU14.

### Authority

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

### Contribution Rate Increase

The first deduction with the rate increase will be based on payments issued for July 2019 pay period and will be withheld from the August 2019 pay period. The effective prefunding dates for each Bargaining Unit (BU) are outlined below.

Bargaining Units	OPEB Effective Date	Contribution Percentage Increase	Total Contribution Percentage
1, 4, 11 and 14	July 1, 2019	1.1%	2.3%
	July 1, 2020	1.2%	3.5%
2	July 1, 2019	0.7%	2.0%
7	July 1, 2019	1.3%	4.0%
9	July 1, 2019	1.0%	2.0%
10	July 1, 2019	1.4%	2.8%
12	July 1, 2019	1.0%	3.5%
	July 1, 2020	1.1%	4.6%

### **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 previous contributions for CDFW employees.

For additional information regarding OPEB and contribution rates, please refer to your assigned [Bargaining Unit Contract](#).

### **Contact**

Please direct any questions to your assigned Personnel Specialist.