

Management Proposal

Bargaining Unit: 10

Exclusive Representative: CAPS

Date:

Subject: NEW – Additional Dependent Tiers

Article 5.XX Additional Dependent Tier Analysis

A. The State and Bargaining Unit 10 agree that health care benefit premiums should be fairly distributed across members and families. To further this aim, the State and Bargaining Unit 10 agree to seek further analysis from the California Public Employees' Retirement System (CalPERS) about the impact on premiums and state costs by adding additional member and dependent tiers, including but not limited to the following options for Basic plan offerings:

1. Eligible employee plus one eligible adult dependent
2. Eligible employee plus one eligible child dependent
3. Eligible employee plus three or more eligible dependents

B. If the CalPERS Board adopts additional member and dependent tiers during the duration of this contract, the Bargaining Unit and the State agree to reopen this article for the purpose of incorporating those changes.