

Retiree Health Reimbursement Account (HRA) Eligibility for County of Sonoma Employees by Bargaining Unit

Retiree Health Reimbursement Account Access: Upon termination of employment and attainment of age 50, or retirement from SCERA, whichever is earlier.

Plan Name	Effective Date	Eligible Bargaining Units	Eligibility	Contribution
Retiree Plan (HRA 2009)	1/1/09	All BU's	.50 FTE+, contributing to SCERA, and hired on/after 1/1/09 Completed two(2) full years of consecutive Sonoma County service	Initial Contribution: FT = \$2400 PT = Pro-rated based on allocated position e.g. .5 FT = \$1200 On-going Contribution: \$.58/pay status hour no more than 80 hours biweekly
Retiree Plan (HRA \$10)	2/23/10	21 WCE	.50 FTE+, contributing to SCERA	Lump sum of \$1863.15, February 2010 and \$10 biweekly 2/23/10 thru 8/5/13 Current balances moving to Employee HRA Oct 2013
Retiree Plan (HRA \$10)	2/23/10	75 ESC	.50 FTE+, contributing to SCERA	\$10 biweekly 2/23/10 thru 8/6/12
Retiree Plan (HRA \$10)	2/23/10	44 SCLEMA	.50 FTE+, contributing to SCERA	June 22, 2010 \$1475 flat amount initially, then \$10 biweekly June 22, 2010 thru TBD
Retiree Plan- VSIP and settlements	Various ●<2010: Early Retirement Options up to \$6300 ●2010: VSIP up to \$20K ●Misc	Various	Voluntary Separation Incentive Program or other individual separation agreement	Varies