



HUMAN RESOURCES DEPARTMENT SAN LUIS OBISPO COUNTY

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POST EMPLOYMENT HEALTH PLAN

**BU 06 DA Investigators Association, BU 07 Operation and Staff Management,
BU 08 General Management, BU 11 Confidential,
BU 12 Deputy County Counsel Attorneys,
BU 15 SLO County Sheriff's Managers Association,
BU 16 Law Enforcement General Management,
BU 27 Sworn Deputy Sheriff's Association,
BU 28 Sworn Deputy Sheriff's Association Supervisory**

The **Post Employment Health Plan**, or **PEHP**, is designed to help you defray the cost of health insurance premiums *after* separation from County service.

Only *employer* contributions fund the PEHP. These contributions, as well as earnings on the account or benefits paid from the plan, are tax-free to you. LaSalle National Bank will hold the contributed assets in a trust. Access to the benefits to reimburse qualified medical expenses is available to you upon separation from service. At that time, only the account balance limits your benefit reimbursement. Upon your death, any remaining balance can still be used by your spouse or qualified dependents. If no spouse or qualified dependents remain, your account is reallocated among the remaining members within your employee group.

Management and Confidential employees participate in the **Insurance Premium Reimbursement Account**. The Insurance Premium Reimbursement Account works just like its name suggests: it reimburses qualified health insurance premiums paid by you. This includes any qualified **health insurance premiums, dental & vision insurance premiums, Medicare Part B and Medicare supplements, and qualified Long-Term Care premiums**.

Upon termination, the first portion of any sick leave payoff to a maximum of \$15,000 or \$20,000 for BU 27 and BU 28 as currently provided by County Ordinance Code Section 2.44.060(i) (1) will be contributed directly to the individual's PEHP Insurance Premium Reimbursement Account.

We are pleased to bring this plan to you. We know that this does not "fix" the issue of the high cost of health care, but this plan may assist you in managing future health care costs by protecting your valued retirement dollars.