



Post Employment Health Plan (“PEHP”)

For Firefighters, Management, Sheriff Lieutenants, Commanders, Detention Lieutenants and Probation Managers

Program Contact Information

Nationwide Retirement Solutions (“Nationwide”)

- Retirement Solutions Center at (877) 677-3678, Option 2. Open 8:30am to 9pm (EST)
*** 5:30am to 6pm (PST)***
- Retirement Resource Group at (888) 401-5272 for pre-enrollment questions.
 - Firefighters Group Number: 0038958-001
 - KCSCA Group Number: 0045584-001
 - KCSCAII Group Number: 0045606-001
 - KCPMA Group Number: 0045604-001
 - Management Group Number: 0038997-001

Eligibility

This program ONLY applies to employees represented by the Kern County Firefighters’ Union (“KCFFU”), management employees who are not represented by a bargaining unit (“Unrepresented Management”), Kern County Sheriff’s Command Association (KCSCA), Kern County Sheriff’s Command Association (KCSCA II) and Kern County Probation Managers’ Association (KCPMA). This includes bargaining units F, 7, M, D, N, R, W Z and O. The Board of Supervisors approved the plan for KCFFU on September 9, 2008, for Unrepresented Management on March 17, 2009, and for KCSCA, KCSCA II and KCPMA on September 25, 2012.

Description

The PEHP provides for a tax free account funded through a fixed percentage of a retiring employee’s accrued sick leave balance value at the time of retirement. The account is used by the retiree to pay Internal Revenue Service (IRS) qualified medical insurance premiums pursuant to the Internal Revenue Code. Because the money is placed in the PEHP account instead of being paid as sick leave payout to the employee, it is not subject to Federal, State or FICA taxes.

Participation is currently mandatory for all members noted above, and they will be required to participate at the current level at the time they retire. The current mandatory contribution rate is a specified percent (100% for KCFFU and KCPMA, 25% for all others) of the accrued sick leave balance value and remains at the current level until modified by the County. The contribution to the PEHP is calculated prior to any consideration for voluntary roll-over of accrued sick leave balance value to the deferred compensation plan. Participation in the plan will be determined by the County on an annual basis.

Enrollment

Enrollment is automatic. A deduction equal to the specified percentage of the accrued sick leave balance value will be made from a retiring employee’s final payoff warrant. The funds will be sent to Nationwide. Nationwide may request confirmation from the County of the employee’s official retirement date. This can be provided to Nationwide by the retired employee’s former department