



City of Anaheim
HUMAN RESOURCES DEPARTMENT

January 8, 2016

Mike Holmes, President
Anaheim Municipal Employees Association
351 E. Center St.
Anaheim, CA 92805

Llesena Ontiveras, Senior Labor Representative
Orange County Employees Association
830 N. Ross St.
Santa Ana, CA 92701

Re: Part-Time Medical Benefits

Mr. Holmes and Ms. Ontiveras,

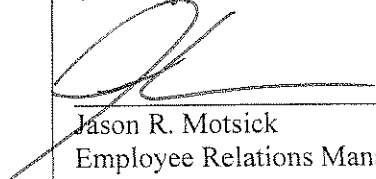
This Letter of Clarification is intended to memorialize the discussion, on November 20, 2015, between the Anaheim Municipal Employees Association (AMEA) and the City of Anaheim (ANAHEIM) regarding part-time medical benefits.

Specifically, Article 33.4 of the Memorandum of Understanding between the AMEA, Part-Time Unit and ANAHEIM states, "An employee shall be eligible for coverage on the first day of the month following one (1) complete calendar month after appointment to Part-Time 30-Hour status in accordance with ARTICLE 17.3.2 or upon becoming eligible pursuant to the Affordable Care Act (ACA)."

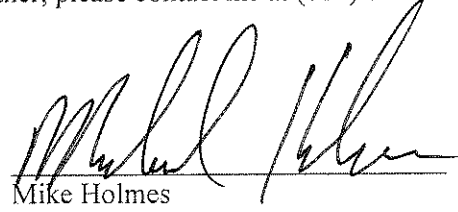
Per our discussion on November 20, 2015, the intent of ARTICLE 33.4 is that ANAHEIM would provide medical benefits to a part-time employee if: (1) he/she was hired into a thirty (30) hour position or (2) he/she became eligible pursuant to the Affordable Care Act (ACA). An employee's status in the California Public Employees' Retirement System has no impact or effect on a part-time employee's eligibility for medical benefits, and is not a determining component in providing medical benefits. Furthermore, a part-time employee hired into a thirty (30) hour position may lose access to medical benefits (during the review period), if he/she does not maintain the requisite number of hours pursuant to the ACA.

If you have any questions or wish to discuss further, please contact me at (714) 765-4951.


Sincerely,



Jason R. Motsick
Employee Relations Manager



Mike Holmes
AMEA President



Llesena Ontiveras
Senior Labor Relations Representative

C: Christopher K. Chase, Interim Human Resources Director
Janet Laszlo, Personnel Services Manager