

Benefits

Water and Sanitation

Union Code	WAS						
Representation	San Bernardino Public Employees Association (SBPEA)						
Contract Date	2011-2014 *						
Health and Welfare							
Benefit Level	Full Time (61 - 80 hours)						
Medical Premium Subsidy (MPS)	<table border="0"> <tr> <td>Employee Only</td> <td>\$176.16</td> </tr> <tr> <td>Employee + 1</td> <td>\$376.59</td> </tr> <tr> <td>Employee + 2</td> <td>\$516.08</td> </tr> </table>	Employee Only	\$176.16	Employee + 1	\$376.59	Employee + 2	\$516.08
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Employee + 1	\$376.59						
Employee + 2	\$516.08						
Dental Premium Subsidy (DPS)	Up to \$9.46						
Medical Opt-Out/Waive	<table border="0"> <tr> <td>Opt-Out/Waive before 7/9/05</td> <td>\$85</td> </tr> <tr> <td>Opt-Out/Waive after 7/9/05</td> <td>\$40</td> </tr> </table>	Opt-Out/Waive before 7/9/05	\$85	Opt-Out/Waive after 7/9/05	\$40		
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Opt-Out/Waive after 7/9/05	\$40						
Vision	Employer Paid for Employee & Dependents						
Employer Paid Life Insurance	\$35,000						
Voluntary Term Life	\$10K - \$700K						
Voluntary AD&D	\$10K - \$250K						
Leave Provisions							
Vacation	80-160 hours/year						
Sick	3.69 hours/pay period						
Bereavement	2 Days (3 days if traveling more than 1,000 miles)						
Holiday	13 + 1 floating						
Perfect Attendance	Annual Gym Membership or 16 hours of Perfect Attendance Leave						
Retirement – Employer Contribution							
Tier 1 (Hired prior to 1/1/2013, reciprocity provision may apply)	2.0% at age 55						
Tier 2 (Hired on or after 1/1/2013, reciprocity provision may apply)	2.5% at age 67						
Retirement - Other							
457(b)	Eligible to enroll at any time						
Retirement Medical Trust Fund	<p>After 10 years of Regular continuous service, eligible to convert sick leave to Cash Formula Value. <u>County Fire contribution, based on years of service:</u></p> <table border="0"> <tr> <td>1-4 years =</td> <td>0.5% of biweekly base salary</td> </tr> <tr> <td>5+ years =</td> <td>1% of biweekly base salary</td> </tr> </table>	1-4 years =	0.5% of biweekly base salary	5+ years =	1% of biweekly base salary		
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Other	
Annual Tuition, Training and Membership Dues	First-come, first-served basis not to exceed \$1,000 per employee
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$75/per Pay Period, Employee Contribution
Qualified Transportation Plan	Pre-tax-deductions of up to \$245/month for qualified transportation (commuter) expenses
State Disability	<u>Clerical Employees Only</u> : premium paid by Employer Non Clerical Employees: Employee Paid
Uniforms/Footwear	\$150 annually for footwear

Special Districts provides *Premium Subsidies* to help off-set the cost of your medical and dental premiums.

Example #1: A Customer Service Representative elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$227.60 (combined cost of premiums)
- \$176.16 (medical premium subsidy)
- \$ 9.04 (dental premium subsidy)
- \$ 42.40 (out-of-pocket cost)**

Example #2: A Maintenance Worker II elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$756.95 (combined cost of premiums)
- \$516.08 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$231.41 (out-of-pocket cost)**

**Revised January 2014*