

# Benefits

# General

## ADM, CLK, CLT, MGMT, SUP, TI

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Union Code</b>	ADM, CLK, CLT, MGMT, SUP, TI	
<b>Representation</b>	San Bernardino Public Employees Association-Teamsters Local 1932	
<b>Contract Date</b>	2015-2019	
<b>Health and Welfare</b>		
<b>Benefit Level</b>	Full Time (61 - 80 hours)	
<b>Medical Premium Subsidy (MPS) Hired or entering the unit BEFORE June 28, 2014</b>	Blue Shield Signature HMO Employee Only	\$194.90
	Blue Shield PPO Employee Only	\$230.25
	Kaiser Permanente HMO Employee Only	\$230.25
	Employee + 1 (All Plans)	\$334.57
	Employee + 2 (All Plans)	\$473.43
<b>Medical Premium Subsidy (MPS) Hired or entering the unit AFTER June 28, 2014</b>	Employee Only	\$194.90
	Employee + 1	\$334.57
	Employee + 2	\$473.43
<b>Dental Premium Subsidy (DPS)</b>	Up to \$9.46	
<b>Medical Opt-Out</b>	Before 7/23/05	\$133.85
	After 7/23/05	\$40.00
<b>Medical Waive</b>	Before 7/23/05	\$190.00
	After 7/23/05	\$40.00
<b>Vision</b>	Employer Paid for Employee Only Coverage	
<b>Life Insurance - Employer Paid</b>	ADM, MGMT: \$50,000; SUP, TI: \$35,000 CLK, CLT: \$20,000	
<b>Voluntary Term Life</b>	\$10,000 - \$700,000	
<b>Voluntary AD&amp;D</b>	\$10,000 - \$250,000	
<b>Leave Provisions</b>		
<b>Vacation</b>	80-160 hours/year, w/cash-out option up to 60 hours/year if 80 hours of vacation used in previous year	
<b>Sick</b>	3.39 hours/pay period	
<b>Bereavement</b>	2 days per occurrence (3 if traveling > 1,000 miles)	
<b>Holiday</b>	13 + 1 floating/year	
<b>Annual</b>	<b>SUP only</b> – 40 hours/year, no cash-out option (use it or lose it)	
<b>Administrative</b>	<b>MGMT only</b> – 80 hours/year, w/cash-out option	
	<b>SUP only</b> – 40 hours/year, w/cash-out option	
<b>Perfect Attendance</b>	Annual Gym Membership Reimbursement up to \$299 -OR- 16 hours Perfect Attendance Leave	
<b>Retirement</b>		
<b>Tier 1</b> (Hired prior to 1/1/2013, reciprocity provision may apply)	2.0% at age 55	
<b>Tier 2</b> (Hired on or after 1/1/2013, reciprocity provision may apply)	2.5% at age 67	

<b>Retirement - Other</b>	
<b>457(b)</b> Eligible to enroll at any time	Eligible after one year of continuous service in a Regular position County matching contribution .5 times employee contribution, up to .5%
<b>Retirement Medical Trust Fund</b>	<p style="text-align: center;"><u>Sick Leave Conversion</u> Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 10 or more years of participation with SBCERA and/or other public retirement system(s).</p> <p style="text-align: center;"><u>County Contribution, based on continuous years of service:</u> 10-14 years = 1.00% of bi-weekly base salary 15-19 years = 1.25% of bi-weekly base salary 20+ years = 1.50% of bi-weekly base salary</p>
<b>Other</b>	
<b>Annual Tuition Reimbursement</b>	Funds/Amounts depend on bargaining unit
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Medical Expense Reimbursement Plan (Flexible Spending Account)</b>	Max \$98.07/pay period, Employee Contribution
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$130/month for qualified transportation (commuter) expenses
<b>Short Term Disability</b>	55% up to \$1,129/week

**The County provides Premium Subsidies biweekly to help off-set the cost of your medical and dental premiums.**

**Hired After June 28, 2014**

**Example #1:** An Accountant I elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$235.54 (combined cost of premiums)
- \$194.90 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 31.18 (biweekly out-of-pocket cost)**

**Example #2:** An Internal Auditor II elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$848.47 (combined cost of premiums)
- \$473.43 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$365.58 (biweekly out-of-pocket cost)**

**Hired Before June 28, 2014**

**Example #3:** A Planner III elects Kaiser Permanente and Cigna Dental PPO plans with Employee only coverage.

- \$290.17 (combined cost of premiums)
- \$230.25 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 50.46 (biweekly out-of-pocket cost)**