

Benefits

Attorneys

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	Attorney						
Representation	San Bernardino County Public Attorneys Association						
Contract Date	2014-2017						
Health and Welfare							
Benefit Level	Full Time (61 - 80 hours)						
Medical Premium Subsidy (MPS)	<table> <tr> <td>Employee Only</td> <td>\$161.75</td> </tr> <tr> <td>Employee + 1</td> <td>\$345.66</td> </tr> <tr> <td>Employee + 2</td> <td>\$473.70</td> </tr> </table>	Employee Only	\$161.75	Employee + 1	\$345.66	Employee + 2	\$473.70
Employee Only	\$161.75						
Employee + 1	\$345.66						
Employee + 2	\$473.70						
Medical Opt-Out or Waive	\$40.00						
Vision	Employer-Paid for Employee Only Coverage						
Life Insurance - Employer Paid	\$50,000						
Voluntary Term Life	\$10,000 - \$700,000						
Voluntary AD&D	\$10,000 - \$250,000						
Leave Provisions							
Vacation	80-160 hours/year						
Sick	3.39 hours						
Bereavement	2 days/per occurrence						
Holiday	13 + 1 floating/year						
Attorney	80 hours/year						
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299 -OR- 16 hours of Perfect Attendance Leave						

Retirement	
Tier 1 (Hired prior to 1/1/2013, reciprocity provision may apply)	2% at age 55
Tier 2 (Hired prior to 1/1/2013, reciprocity provision may apply)	2.5% at age 67
Retirement – Other	
457(b) Eligible to enroll at any time	<u>County Contribution, based on continuous years of service:</u> 1 Year = .5 for 1 Match up to 0.50% of Salary 15 Years = .5 for 1 Match up to 0.75% of Salary 20+ years = .5 for 1 Match up to 1.00% of Salary
Retirement Medical Trust Fund	<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). <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
Other	
Annual Tuition Reimbursement	\$275/year
Bar Dues	\$400/year
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$96.15, Employee Contribution
Qualified Transportation Plan	Pre-tax deductions of up to \$130/month for qualified transportation (commuter) expenses
Short Term Disability Benefit	55% up to \$1,104/week

The County provides a *Medical Premium Subsidy* biweekly to help offset the cost of your medical premium.

Example #1: A Child Support Attorney I elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

\$235.54 (combined cost of premiums)
- \$161.75 (medical premium subsidy)
\$ 73.79 (biweekly out-of-pocket cost)

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

\$848.47 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
\$374.77 (biweekly out-of-pocket cost)

Example #3: A Deputy Public Defender III elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee + 2 or more coverage.

\$652.06 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
\$181.81 (biweekly out-of-pocket cost)