

Benefits

Probation

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	PRB Probation Officer I Job Code 16280 Probation Officer II Job Code 16281 Probation Officer III Job Code 16282
Representation	San Bernardino County Probation Officers Association
Contract Date	2015-2017
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Medical Premium Subsidy (MPS)	Employee Only \$161.75 Employee + 1 \$345.66 Employee + 2 \$473.70
Medical Opt-Out	Before 6/25/05 \$85.00 After 6/25/05 \$25.00
Medical Waive	Before 5/16/15 \$125.00 After 5/16/15 \$25.00
Vision	Employer paid for Employee Only Coverage Option to purchase dependent 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
Holiday	13 + 1 floating/year
Perfect Attendance	Reimbursement for Annual Gym Membership up to \$299 -OR- 16 hours of Perfect Attendance Leave
Retirement	
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	<u>Sick Leave Conversion</u> Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 10 years of continuous County service from date of hire. <u>County Contribution, based on years of service:</u> 1-4 years = 0.5% of biweekly base salary 5+ years = 1.0% of biweekly base salary
Other	
Annual Tuition Reimbursement	First-come, first-served basis not to exceed \$2,000 per employee
Dependent Care Assistance Plan	Eligible
Long Term Disability	Covered under SBCPOA policy
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$98.07, Employee Contribution
Qualified Transportation Plan	Pre-tax deductions of up to \$130/month for qualified transportation (commuter) expenses
Short Term Disability	55% up to \$1,104/week

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

Example #1: A Probation Officer elects Blue Shield 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 Probation Officer 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 Probation Officer elects Blue Shield HMO and Cigna Dental Care HMO plans with Employee + 2 or more coverage.

- \$655.51 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
- \$181.81 (biweekly out-of-pocket cost)**