



General

ADM, CLK, CLT, MGMT, SUP, TI

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	ADM, CLK, CLT, MGMT, SUP, TI	
Representation	San Bernardino Public Employees Association-Teamsters Local 1932	
Contract Date	2015-2019	
Health and Welfare		
Benefit Level	Full Time (61 - 80 hours)	
Medical Premium Subsidy (MPS) Hired or entering the unit BEFORE June 28, 2014	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
Medical Premium Subsidy (MPS) Hired or entering the unit AFTER June 28, 2014	Employee Only	\$194.90
	Employee + 1	\$334.57
	Employee + 2	\$473.43
Dental Premium Subsidy (DPS)	Up to \$9.46	
Medical Opt-Out	Before 7/23/05	\$133.85
	After 7/23/05	\$40.00
Medical Waive	Before 7/23/05	\$190.00
	After 7/23/05	\$40.00
Vision	Employer Paid for Employee Only Coverage	
Life Insurance - Employer Paid	ADM, MGMT: \$50,000; SUP, TI: \$35,000 CLK, CLT: \$20,000	
Voluntary Term Life	\$10,000 - \$700,000	
Voluntary AD&D	\$10,000 - \$250,000	
Leave Provisions		
Vacation	80-160 hours/year, w/cash-out option up to 60 hours/year if 80 hours of vacation used in previous year	
Sick	3.39 hours/pay period	
Bereavement	2 days per occurrence (3 if traveling > 1,000 miles)	
Holiday	13 + 1 floating/year	
Annual	SUP only – 40 hours/year, no cash-out option (use it or lose it)	
Administrative	MGMT only – 80 hours/year, w/cash-out option	
	SUP only – 40 hours/year, w/cash-out option	
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299 -OR- 16 hours 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	Eligible after one year of continuous service in a regular position County matching contribution ½ times employee contribution, up to ½%
Retirement Medical Trust Fund – Sick Leave Conversion	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).
Retirement Medical Trust Fund – County Contribution	<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	Funds/Amounts depend on bargaining unit
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	Max. \$98.07 employee contribution per pay period
Qualified Transportation Plan	Pre-tax deductions of up to \$255/month for qualified transportation (commuter) expenses
Short Term Disability	55% up to \$1,173/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.

- \$238.28 (combined cost of premiums)
- \$194.90 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 33.92 (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.

- \$838.66 (combined cost of premiums)
- \$473.43 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$355.77 (biweekly out-of-pocket cost)**