



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	2016-2019						
Health and Welfare							
Benefit Level	Full Time (61 - 80 hours)						
Medical Premium Subsidy (MPS)	Employee Only \$166.00 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	Employee Only coverage paid by Employer Employee may purchase dependent coverage: <table style="margin-left: 40px;"> <tr> <td><u>Coverage Level</u></td> <td><u>Bi-Weekly Rate</u></td> </tr> <tr> <td>Employee +1</td> <td>\$3.57</td> </tr> <tr> <td>Employee +2 or more</td> <td>\$9.55</td> </tr> </table>	<u>Coverage Level</u>	<u>Bi-Weekly Rate</u>	Employee +1	\$3.57	Employee +2 or more	\$9.55
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Employee +1	\$3.57						
Employee +2 or more	\$9.55						
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/pay period						
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 – Sick Leave Conversion	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.
Retirement Medical Trust Fund – County Contribution	<u>County Contribution, based on years of completed regular County 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	Eligible through SBCPOA
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$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 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.

- \$238.28 (combined cost of premiums)
- \$166.00 (medical premium subsidy)
- \$ 72.28 (biweekly out-of-pocket cost)**

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

- \$838.66 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
- \$364.96 (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.

- \$663.03 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
- \$189.33 (biweekly out-of-pocket cost)**