

EXHIBIT 1

**SUPERIOR COURT OF CALIFORNIA, COUNTY OF SAN BERNARDINO
Request For Proposals For Employee Benefits Health And Welfare
Consulting And Actuarial Services**

Court BENEFITS PLANS AND PROGRAMS

PROGRAM	DESCRIPTION
HEALTH and WELFARE:	
Health Insurance (Active Employees)	
Health Net	Preferred Provider Organization
Health Net PPO	Health Maintenance Organization
Kaiser Permanente	Health Maintenance Organization
Health Insurance (Retirees)	
Health Net ELECT Open Access, High and Low Option	Health Maintenance Organization
Health Net Seniority Plus, High and Low Option	Medicare Integrated Plan
Health Net Fee-For-Service High and Low Option	Medicare Integrated Plan
Kaiser Traditional, High and Low Option	Health Maintenance Organization
Kaiser Senior Advantage, High and Low Option	Medicare Integrated Plan
Opt-Out	Court program that allows employees with comparable group insurance to opt-out of a Court-sponsored health and/or dental plan.
Dental Insurance (Active Employees Only)	
Delta Preferred Option	Preferred provider organization
Delta Care	Dental Maintenance Organization
Dependent Care Assistance Plan	Court managed Section 125 Plan
Disability Insurance	
STD	Two different self-funded, self-administered plans - one for general employees; a second for exempt employees
SDI	State Disability Insurance for Support Services Unit
Long Term	Fully insured plan (MetLife) for Exempt employees
Vision Insurance	EyeMed fully insured plans for the Exempt Group
Life Insurance	
Grandfathered Policy	} Provided by the Hartford Company
Court Paid Term	
Voluntary Group AD&D	
Court Paid AD&D	
Variable Universal	Provided by Pacific Life

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HEALTH and WELFARE (Continued):

Psychological

Community Action EAP	Provided to all employees
Psychological Services	Provided by MHN to Exempt employees

Section 125 Premium Conversion Plan

Court-administered Section 125 Premium Conversion Plan

Medical FSA

Section 125 Medical Flexible Spending Account for all Exempt employees in regular positions

Dependent Care Assistance Plan

Section 125 Flexible Spending Account for all employees In regular positions

COBRA

Health and welfare plan continuation of coverage

OTHER BENEFITS:

Leaves

Perfect Attendance	Court program to award employees who use no sick leave for an entire year
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Vacation Conversion Option	Court program that allows eligible employees who have used less than 40 hours of sick leave to convert to vacation leave
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Vacation Cash-Out Option	Court program that allows eligible employees to cash out future vacation leave earnings
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Leaves (Continued)

Family Medical Leave	} Process requests for various types of leaves in accordance with current rules and regulations. Track and monitor employee eligibility and usage.
Pregnancy Disability Leave	
California Family Rights Act Leave	
Workers' Compensation Leave	
Medical Emergency Leave	
Military Leave	
Voluntary Time Off	
Leave without Right to Return	
Absence without Pay	
Sick without Pay	

Miscellaneous:

New Employee Orientation	Bi-weekly orientations for all new Court employees
Personnel Records (scanning, storage, access)	Maintain all employee personnel records
Service Pins	Awarded to all employees at five year increments
Court Identification Cards	Issue Identification Cards to new employees
Combined Giving Campaign	Court program for charitable contributions by payroll deduction
Unemployment Insurance	Court is reimbursable