

# Benefits

## Attorneys

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Union Code</b>	Attorney
<b>Representation</b>	San Bernardino County Public Attorneys Association SBCPAA
<b>Contract Date</b>	N/A <i>Terms and Conditions imposed effective April 16, 2013</i>
<b>Health and Welfare</b>	
<b>Benefit Level</b>	Full Time (61 - 80 hours)
<b>Medical Premium Subsidy (MPS)</b>	Employee Only      \$156.17 Employee + 1      \$324.41 Employee + 2      \$444.53
<b>Medical Opt-Out or Waive</b>	\$40.00
<b>Vision</b>	County-Paid for Employee Only
<b>Life Insurance - Employer Paid</b>	\$50,000
<b>Voluntary Term Life</b>	\$10K - \$700K
<b>Voluntary AD&amp;D</b>	\$10K - \$250K
<b>Leave Provisions</b>	
<b>Vacation</b>	80-160 hours/year (cash-out option w/pre-election)
<b>Sick</b>	3.39 hours
<b>Bereavement</b>	2 days/per occurrence
<b>Holiday</b>	13 + 1 floating/year
<b>Attorney</b>	80 hours/year (cash-out option w/pre-election)
<b>Perfect Attendance</b>	Annual Gym Membership –OR– Annual 16 hours of Perfect Attendance Leave

Retirement	
<b>Tier 1</b> (Retirement system membership prior to 1/1/2013, reciprocity provision may apply)	<b>2% at age 55</b>
<b>Tier 2</b> (Retirement system membership on or after 1/1/2013, reciprocity provision may apply)	<b>2.5% at age 67</b>
Retirement – Other	
<b>457(b)</b> <b>Eligible to enroll at any time</b>	<u>County Contribution, based on years of service:</u> 1 Year = .5 for 1 Match up to .5% of Salary 15 Years = .5 for 1 Match up to .75% of Salary 20+ years = .5 for 1 Match up to 1% of Salary
<b>Retirement Medical Trust Fund</b>	After 10 years of Regular continuous service, eligible to convert sick leave to Cash Value Formula
Other	
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Medical Expense Reimbursement Plan (Flexible Spending Account)</b>	\$5 - \$75, Employee Contribution
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$245/month for qualified transportation (commuter) expenses
<b>Short Term Disability Benefit</b>	55% up to \$1,075/week (eff. 1/11/14)
<b>Tuition Reimbursement</b>	\$400/year
<b>Bar Dues</b>	\$400/year

**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.

- \$227.60 (combined cost of premiums)
- \$156.17 (medical premium subsidy)
- \$ 71.43 (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.

- \$825.64 (combined cost of premiums)
- \$444.53 (medical premium subsidy)
- \$381.11 (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.

- \$633.72 (combined cost of premiums)
- \$444.53 (medical premium subsidy)
- \$189.19 (biweekly out-of-pocket cost)**

Revised April 2014