

Benefits

Special Districts/County Fire Non-Represented

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	NRP
Representation	Non-Represented
Compensation Plan	2015
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Medical Premium Subsidy (MPS)	Employee Only – Blue Shield \$166.89 Employee Only – Kaiser \$187.79 Employee + 1 \$345.66 Employee + 2 \$473.70
Dental Premium Subsidy (DPS)	Employee Only enrolled prior to 7/9/05 up to \$19.72 Employee Only enrolled after 7/9/05 up to \$9.46 Employee + 1 up to \$9.46 Employee + 2 up to \$9.46
Medical Opt-Out/Waive	Opt-Out before 7/9/05 \$133.85 Waive before 7/9/05 \$190.00 Opt-out/Waive after 7/9/05 \$40.00
Vision	Employer Paid for Employee Only Coverage
Life Insurance Employer Paid	\$25,000 General \$35,000 Supervisory
Voluntary Term Life	\$10,000 - \$700,000
Voluntary AD&D	\$10,000 - \$250,000
Leave Provisions	
Vacation	80-160 hours/year
Sick	3.69 hours/pay period
Holiday	13 + 1 floating/year
Bereavement	2 days per occurrence (3 days if traveling > 1,000 miles)
Annual/Administrative Supervisory Only	40 Hours Administrative (One opportunity during employment to exercise cash-out) 40 Hours Annual, w/no cash-out option
Perfect Attendance	Annual Gym Membership up to \$299 -OR- 16 hours of Perfect Attendance Leave
Retirement	
Tier I (Hired prior to 1/1/2013, reciprocity provision may apply)	2% at age 55
Tier II (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	<u>Employer Match</u> Eligible after one year of continuous service in a Regular position on the basis of one-half times (½x) the employee's contribution up to ½% of bi-weekly base salary
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 or more years of participation with SBCERA and/or other public retirement system(s). <u>Employer Contribution based on years of continuous District service:</u> 10-14 years = 1.00% of biweekly base salary 15-19 years = 1.25% of biweekly base salary 20+ years = 1.50% of biweekly base salary.
Other	
Tuition Reimbursement	First come first serve basis not to exceed \$1,650/fiscal year
Dependent Care Assistance Plan	Eligible
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
State Disability Insurance	Employer Paid for clerical assigned to Crestline Sanitation and for employees in Regular positions assigned to Hazardous Materials Division All other employees: Employee Paid

Special Districts/County Fire provides *Premium Subsidies* to help off-set the cost of your medical and dental premiums.

Example #1: An Administrative Secretary elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$235.54 (combined cost of premiums)
- \$166.89 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 59.19 (out-of-pocket cost)**

Example #2: A Programmer Analyst elects Blue Shield Signature HMO and Cigna Dental PPO plans with Employee + 1 coverage.

- \$494.18 (combined cost of premiums)
- \$345.66 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$139.06 (out-of-pocket cost)**

Example #3: An Automated Systems Analyst 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)
- \$ 9.46 (dental premium subsidy)
- \$365.31 (out-of-pocket cost)**