

**AMENDMENT #3  
2008-2011  
CONSOLIDATED MEMORANDUM OF UNDERSTANDING  
WITH THE  
SAN BERNARDINO PUBLIC EMPLOYEES ASSOCIATION**

We agree to the changes to the terms and conditions of employment related to the Accidental Death and Dismemberment and Life Insurance articles as described below to the Memorandum of Understanding between the County of San Bernardino and the San Bernardino Public Employees Association (SBPEA).

**ACCIDENTAL DEATH AND DISMEMBERMENT**

**ALL UNITS**

Any employee may purchase amounts of Accidental Death and Dismemberment Insurance coverage for themselves and dependents through payroll deduction according to the following schedule:

EMPLOYEE COVERAGE	DEPENDENT COVERAGE	
	SPOUSE ONLY	EACH CHILD
\$10,000	\$5,000	\$3,125
\$25,000	\$12,500	\$6,250
\$50,000	\$25,000	\$12,000
\$100,000	\$50,000	\$25,000
\$150,000	\$75,000	\$25,000
\$200,000	\$100,000	\$25,000
\$250,000	\$125,000	\$25,000

The County agrees to provide these benefits subject to carrier requirements, to be administered by the Employee Benefits and Services Division. Selection of the insurance provider(s) and the method of computing premiums shall be within the sole discretion of the County.

New employees shall become eligible to participate in these programs on the first day of the pay period following the employee's first pay period in which the employee is paid for one half plus one of their scheduled hours.

Note: All persons eligible for the foregoing programs of insurance will be covered for the insurance on the date the insurance becomes effective, or in the case where the employee is absent on the date the insurance becomes effective because of illness, the insurance will commence on the date of return to work.

For the limited purpose of this Article, "Spouse Only" shall include registered Domestic Partners pursuant to California law.

**LIFE INSURANCE**

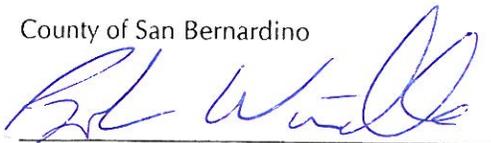
**ALL UNITS**

- (a) The County agrees to pay the premium for a term life insurance policy for each employee according to the table below. Life insurance will become effective on the first day of the pay period following the employee's first pay period in which the employee is paid for one half plus one of their scheduled hours. For example, an employee scheduled for eighty (80) hours must be paid for a minimum of forty-one (41) hours.

Bargaining Unit	Amount of Life Insurance	
	Scheduled Hours from 40 to 60	Scheduled Hours from 61 to 80
Administrative Services	\$25,000	\$50,000
Clerical	\$10,000	\$20,000
Craft, Labor & Trades	\$10,000	\$20,000
Management	\$25,000	\$50,000
Professional	\$12,000	\$25,000
Supervisory	\$17,000	\$35,000
Supervisory Nurses	\$17,000	\$35,000
Technical and Inspection	\$17,000	\$35,000

- (b) The County further agrees to make available to each employee a group term life insurance program wherein the employee may purchase, through payroll deductions, term life insurance in \$10,000 increment amounts to a maximum benefit of \$700,000. New employees shall become eligible to participate in these programs on the first day of the pay period following the employee's first pay period in which the employee is paid for one half plus one of their scheduled hours.
- (c) The County agrees to provide these benefits subject to carrier requirements. Selection of the insurance provider(s) and the method of computing premiums shall be within the sole discretion of the County. Note: All persons eligible for the insurance programs will be covered for the insurance on the date the insurance becomes effective, or in the case where the employee is absent on the date the insurance becomes effective because of illness, the insurance will commence on the date of return to work.

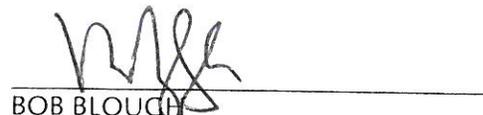
County of San Bernardino



BOB WINDLE  
Assistant Director of Human Resources

5/5/09  
Date

San Bernardino Public Employees Association



BOB BLOUCK  
General Manager

5/4/09  
Date

BOARD OF SUPERVISORS:



GARY C. OVITT, Chairman

MAY 19 2009

Date

SIGNED AND CERTIFIED THAT A COPY OF THIS DOCUMENT HAS BEEN DELIVERED TO THE CHAIRMAN OF THE BOARD OF SUPERVISORS OF THE COUNTY OF SAN BERNARDINO  
DENA M. SMITH  
Clerk of the Board of Supervisors of the County of San Bernardino

By:   
DENA M. SMITH  
Clerk of the Board of Supervisors of the County of San Bernardino

