

**AMENDMENT #2
2008-2011
CONSOLIDATED MEMORANDUM OF UNDERSTANDING
WITH THE
SAFETY EMPLOYEES BENEFIT 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 Safety Employees Benefit Association (SEBA) - Specialized Peace Officer and Specialized Peace Officer Supervisory Unit.

ACCIDENTAL DEATH AND DISMEMBERMENT

ALL UNITS

SECTION 1

The County agrees to pay the premium for an Accidental Death and Dismemberment Insurance policy for each regular employee in the Deputy Coroner Investigator and Supervising Deputy Coroner Investigator classifications scheduled to work at least forty (40) hours per pay period according to the following schedule:

Hours Scheduled	Amount of Coverage
40-60 hours per pay period	\$30,000
61-80 hours per pay period	\$60,000

Coverage will become effective on the first day of the pay period in which the employee is paid for one half plus one of the scheduled hours.

SECTION 2 – VOLUNTARY COVERAGE

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.

LIFE INSURANCE

ALL UNITS

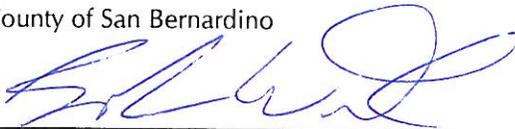
- (a) For each employee appointed to a regular budgeted position and scheduled from 40-60 hours per pay period, the County agrees to pay the premium for a term life insurance policy in the amount of \$25,000. For each employee appointed to a regular budgeted position and scheduled from 61-80 hours per pay period, the County agrees to pay the premium for a term life insurance policy in the amount of \$50,000. 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 to work for eighty (80) hours must be paid for a minimum of forty-one (41) hours.
- (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.
- (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.

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 program 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.

- (d) 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

Safety Employees Benefit Association



WILLIAM ABERNATHIE
President

5/5/09

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

By

