

**2014**



# **[LAYOFF INFORMATION AND EMPLOYEE RESOURCE GUIDE]**

**COUNTY OF SAN BERNARDINO**

**HUMAN RESOURCES DEPARTMENT**

- **EMPLOYMENT DIVISION**
- **EMPLOYEE BENEFITS AND SERVICES**

**WORKFORCE DEVELOPMENT DEPARTMENT**

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## INTRODUCTION

Due to current economic conditions, some employees may be faced with layoff. This guide has been designed to assist you if you are directly impacted by the layoff process. The information provided is intended to be a guide and does not replace the need for you to work closely with your department's Human Resources Officer and/or the Human Resources – Employment office to determine options specific to your employment situation. The information contained herein is arranged into three primary categories:

- List placement options and available resources
- Layoff impact on benefits
- Separation Checklist for those leaving County service

This guide includes general information regarding your list placement rights and other resources available to you as a layoff affected employee. Please refer to the appropriate Memorandum of Understanding, or contact your department's Human Resources Officer, to obtain more specific information about your layoff rights as they pertain to the particular bargaining unit within which you are a member.

## LIST PLACEMENT OPTIONS AND AVAILABLE RESOURCES:

The Employment Division of Human Resources is committed to assisting those employees affected by layoff. In an effort to reduce the impact of layoff on affected employees, the Employment Division has partnered with the Workforce Development Department to offer services in the areas of application assistance, job matching/interview referrals, list placement, career counseling and job seeking services.

### List Placement Rights

Per Sections 5(a) and (b) of the Layoff article in the General MOU (SBPEA), any regular employee who is laid off or reduced in classification as a result of layoff has the following rights while on layoff:

1. During the first two (2) years following a layoff, affected employees will be assured the right of an interview for vacant positions for which they meet certification requirements prior to final selection and appointment to said vacant positions within their previous non-group department/group in the same or equivalent classification to the one in which the employee has previously held regular status.
2. Any employee who is affected may request that their name be placed on appropriate eligible lists for a duration of two (2) years by submitting such a request and an application to the Director of Human Resources for determination of eligibility. Approval of such requests only entails placement on the list and does not guarantee employment or carry any bumping privileges. Placement on the eligible list shall be made pursuant to the provisions for requalification contained in the Personnel Rules.

*Employees not covered by the General MOU should refer to their bargaining unit's MOU for list placement rights specific to their unit.*

## **Pre-Layoff Job Matching and Referral Services**

The Employment Division staff is available to meet with layoff affected employees to assist them in identifying alternate employment options within the County. Upon request, you will be scheduled to meet with a Human Resources Analyst who can provide the following services:

### **Application Assistance**

- Creating an account profile in NEOGOV, the County's online applicant tracking system
- Creating a template application in NEOGOV that can be used to apply for multiple job openings
- Navigating the NEOGOV system to complete online applications for current County openings
- Submitting job interest cards in NEOGOV for classifications in which the layoff affected employee has interest

See **Appendix A** for detailed instructions.

### **Job Matching/Interview Referrals**

- Job matching to alternate positions within the County for which minimum qualifications are met
- Exploring potential interview referrals
- Assessing transferable skills
- Providing assistance with resumes and interview tips

### **How to Request Pre-Layoff Services**

If you are interested in any of the pre-layoff services described, please contact Human Resources to schedule an appointment with a Human Resources Analyst by calling the Employment Division Executive Secretary at (909) 387-5565 or sending an email to [LayoffAffected@hr.sbcounty.gov](mailto:LayoffAffected@hr.sbcounty.gov).

Prior to meeting with an analyst, please complete an updated application (you may complete the application [online in NEOGOV](#) or complete a [hard copy](#)) and a [Position Interest Worksheet](#). Please bring the completed documents to your scheduled meeting.

See **Appendix B** for hardcopy application and **Appendix C** for hardcopy Position Interest Worksheet.

## **Post-Layoff List Placement Services**

The Employment Division staff can assist layoff affected employees with placing their names on appropriate eligible lists. Any regular status employee who has been laid off, or reduced in classification as a result of layoff, may be placed on eligible lists for:

1. **Layoff Classification**- For a period of two (2) years from the effective date of layoff, you are entitled to have your name placed on the eligible list for the classification from which you were laid off. Once list-placed for this classification, you are assured the right to an interview for vacant positions, in your previous department or group, for which you meet certification criteria (e.g. shift, location, etc.) prior to that position being filled.
2. **Appropriate Classification (Requalification)**- For a period of five (5) years from the effective date of layoff, you may request to have your name placed on eligible lists for appropriate classifications. To be eligible for requalification, you must meet the following criteria:
  - The appointing authority for the position from which you were laid off must indicate willingness to rehire you.
  - You must have previously demonstrated successful work performance in the layoff classification, including satisfactory attendance and work history.

If approved for requalification, the duration of your list placement shall be two (2) years. During the two-year eligibility period, your name will be referred to any vacancy for which you meet list certification criteria (e.g. shift, location, etc.); however, an interview is not guaranteed.

### **Important Factors to Consider**

**Trainee Classifications**: You may not request list placement to a trainee classification that would result in a promotion from your layoff classification once you have attained the journey level classification.

**Probationary Period**: A list placed employee shall serve a probationary period **unless** the employee has previously held regular status in the classification placed into, or unless the Director of Human Resources approves a waiver requested in writing by the appointing authority or employee. If you are required to serve a probationary period in a reduced classification, you may be disciplined without the right to review or appeal to the Civil Service Commission during that probationary period and do not have the right to return to your previous position.

### **How to Request Post-Layoff List Placement**

If you are interested in requesting list placement for any of the described options, **you must**:

- Complete the [Requalification Request](#) form.
- Complete a county application (you may complete a [hard copy application](#) or use an existing NEOGOV application).
- Submit completed forms to:

Human Resources – Employment  
 157 W. 5<sup>th</sup> Street, San Bernardino, CA 92415, Attn: Judy Naranjo  
 Electronic copies may be emailed to [LayoffAffected@hr.sbcounty.gov](mailto:LayoffAffected@hr.sbcounty.gov).

If you would like assistance in completing the forms, you may request an appointment with a Human Resources Analyst to discuss and initiate the list placement process by contacting the Employment Division Executive Secretary at (909) 387-5565 or via email at [jnaranjo@hr.sbcounty.gov](mailto:jnaranjo@hr.sbcounty.gov).

See **Appendix D** for *hardcopy Requalification Request form*.

## Department of Workforce Development Services

The Department of Workforce Development (WDD) can assist layoff affected employees with a wide variety of job seeker services including career counseling, job search, assessment and occupational skills training services. Also, a team of 23 forward-thinking individuals comprises the department's business service unit. These representatives meet with local business owners to identify their workforce needs, discover job openings, help with hiring and negotiate subsidized training contracts. One key program offered is On-the-Job Training (OJT). This program reimburses employers for the wages paid to a candidate for a defined period of time, from three to six months, while the candidate is training on the job. Services are delivered to job seekers on-line and through our three employment resource centers (ERC) located in San Bernardino, Rancho Cucamonga and Hesperia.

### Online services available at [www.csb-win.org](http://www.csb-win.org) include:

- Career "Tips" for self assessment, researching the labor market, and finding schools and educational programs.
- Career Explorer assists you with matching your skills, interests, and work values to appropriate occupations and allows you to find occupations that are similar to your current or previous job.
- Career Informer gives you information regarding occupations ranked by demand in your area.
- Job Market Explorer assists you to find occupations that match your current occupational skills to jobs that are in demand.
- Virtual Recruiter, Resume Builder, Letter Builder and access to employers posting jobs on the site.

### Employment Resource Center (ERC) services:

- Specialized Job Search Workshops
- Training and Education Programs
- Training Providers and Schools
- Financial Assistance for Training
- Online Learning Resources
- Supportive Services
- Transition Budget Planning
- Referrals to Community Services

If you are interested in the services the Employment and Business Resource Centers offer, please call for enrollment details at the ERC nearest to you:

- **West-End Employment and Business Resource Center-**  
9650 9th Street, Suite A, Rancho Cucamonga, CA 91730.  
Phone: (909) 941-6500
- **East Valley Employment and Business Resource Center-**  
658 E. Brier Drive, Suite 100, San Bernardino, CA 92415.  
Phone: (909) 382-0440
- **High Desert Employment and Business Resource Center-**  
15555 Main Street, #G4, Hesperia, CA 92345.  
Phone: (760) 949-8526

*Please bring identification, social security card, proof of selective service and layoff notice (if applicable) for Workforce Investment Act (WIA) program eligibility determination.*

## LAYOFF IMPACT ON BENEFITS:

### What Happens to my Accrued Leave Balances?

General Employees who are laid off are compensated for their leave accruals as if they were separated from service. To make the most of your leave accrual benefits, you should review the Leave Provisions sections of the appropriate MOU.

#### **Eligibility**

The information in this section applies to General Employees only. If you are a Safety, Exempt or Contract employee, you are encouraged to review your MOU, Exempt Compensation Plan or Contract or speak to your Department Payroll Specialist if you have questions. All MOU's may be found online at [www.sbcounty.gov/hr](http://www.sbcounty.gov/hr); select the link for Employee Relations.

#### **Compensating Time Off (General Employees)**

Cash payment at the employee's base rate of pay shall be paid for any compensating time on record immediately prior to separation from employment. This payment is automatic and does not require any paperwork from you.

#### **Vacation Leave**

Separated employees shall be compensated in a lump sum payment for accrued vacation time at the employee's base rate of pay. This payment is automatic and does not require any paperwork from you.

#### **Holiday Leave**

Upon your separation from employment, you will be compensated for any unused accrued holiday time at the then current base rate equivalency. This payment is automatic and does not require any paperwork from you.

#### **Administrative Leave**

Upon separation from employment or appointment to a position in another occupational unit, unused administrative leave will be paid at the employee's current base rate of pay, which is calculated by the amount of hours that would have been accrued per month minus the total number of hours previously used and cashed out. This payment is automatic and does not require any paperwork from you.

#### **Annual Leave**

Unused annual leave is NOT a benefit that is paid upon separation from employment.

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#### **Sick Leave (General Employees)**

Unused sick leave is NOT a benefit that is paid at separation, except as provided in the Retirement Medical Trust article of the applicable MOU. Upon separation from employment, and after the County verifies your eligibility, sick leave accruals are converted to cash and deposited into a fixed Retirement Medical Trust (RMT) account maintained by ING.

*Please note: If you have less than ten (10) years of service, you are not eligible for RMT conversion of sick leave; however, you may be eligible for other conversion options. Please see the applicable MOU, Exempt Compensation Plan or Contract for information regarding alternative sick leave conversion options.*

### **Contact(s)**

For additional information or assistance managing your accrued leave options, contact:

**County of San Bernardino**  
**Human Resources Department**  
**Employee Benefits and Services Division**  
157 West Fifth Street, First Floor  
San Bernardino, CA 92415-0440  
(909) 387-5787  
[www.sbcounty.gov/hr](http://www.sbcounty.gov/hr)

## **What is the Retirement Medical Trust (RMT)?**

The Retirement Medical Trust (RMT) was implemented by the County of San Bernardino to assist eligible retirees and their dependents with the high cost of health related expenses. It provides a method for eligible participants to pay, on a nontaxable basis, for qualified expenses including medical, dental and long term care premiums, (as defined in Internal Revenue Code section 213), that are not otherwise reimbursed by insurance.

The Trust is funded by County contributions and the eligible cash value of the participant's sick leave upon separation from service. All funds contributed to the Trust are maintained in individual accounts administered by ING exclusively for the benefit of the participant or the participant's eligible dependent(s). Upon reaching the Normal Retirement Age under the Plan, the account balance is available for the reimbursement.

### **Eligibility**

Eligible employees are those employees with ten (10) or more years of participation in the San Bernardino County Employees' Retirement Association (SBCERA). Participation in other public sector retirement system(s) may also be counted towards the ten (10) year requirement provided that the employee is also a participant in SBCERA. Employees who wish to receive credit for participation in other public retirement systems must provide the Plan Administrator written evidence of participation and that contributions made to the system(s) have not been withdrawn.

All eligible employees will be required to contribute the cash value of their unused sick leave balances to the Trust, upon separation from employment with the County for reasons other than death or disability retirement.

### **Investment Options**

Upon separation from employment, sick leave accruals are converted to cash and deposited into a fixed account maintained by ING, unless you have previously made changes to your RMT investment options. The RMT investment options are similar those offered through the County's 457 Plan.

It is recommended that you meet with an ING Representative to obtain investment counseling on your account. The ING Representative will be happy to schedule an appointment with you at your worksite or in their office.

### **Reimbursement Requests**

You may begin receiving reimbursements from your RMT account for eligible health related expenses after separation from service and obtaining normal retirement age (50 yrs for Safety and 55 yrs for General).

RMT contributions, earnings and distributions are 100% tax free.

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## **Account Management**

Your RMT account will be managed in the same manner as when you were an active employee. For example:

- Your account will continue to experience earnings and/or losses depending on your investment choices
- You will continue to pay administrative fees
- Your RMT account will no longer be able to accept contributions.

Quarterly statements will continue to be mailed to your home address. It's important to notify ING each time your mailing address changes. This will ensure that you continue to receive your statements and your future reimbursement payments.

## **Reimbursement Forms**

Upon separation from employment, you will be mailed a "Welcome Packet" explaining the reimbursement process. You may request a reimbursement form directly from the third party administrator, Genesis Employee Benefits, Inc. at (888) 308-8322.

## **Contact(s)**

**County of San Bernardino  
Human Resources Department  
Employee Benefits and Services Division**

Attention: Vanessa Aleman  
157 West Fifth Street, First Floor  
San Bernardino, CA 92415-0440  
(909) 387- 5537

**Genesis Employee Benefits, Inc.**

One Braemar Office Park  
8000 West 78th Street, Suite 320  
Minneapolis, Minnesota 55439-2506  
Phone: (952) 653-4405 or (888) 308-8322  
Fax: (866) 450-1480

**Voya Financial (formerly ING)**

1030 Nevada Street, Suite 203  
Redlands, CA 92374  
(909) 748-6468

## **What Benefits Can I Continue through COBRA?**

You and your enrolled dependents are eligible for COBRA when you have a qualifying event that results in the loss of your, and/or your dependent's, coverage. Examples include retirement, reduction in hours, leave of absence and termination.

Continuation coverage (COBRA) is available for:

- Medical
- Dental
- Vision
- Flexible spending account

Portability is available for life insurance; both County-paid life insurance and employee paid (Supplemental and Accidental Death & Dismemberment) life insurance.

### **Background Information**

**COBRA** is the abbreviation for Consolidated Omnibus Reconciliation Act, a federal law requiring continuation of health related benefits. COBRA continuation coverage provides the following advantages:

- You have the opportunity to purchase the same plan and benefits as active County employees
- Coverage is guaranteed regardless of medical status
- You will not have a gap in coverage between your active plan and your COBRA coverage as long as you elect your coverage and pay the premiums timely
- You don't have to select all benefits, only the ones you need
- You may enroll just yourself or just your dependent(s) in COBRA, or any combination
- You may keep COBRA benefits for up to 18 months as long as you pay the premium(s).

### **How to Elect COBRA**

At the time your benefits are terminated, the County will send you a COBRA "Notice of Right to Elect Continuation of Group Health and Welfare Plan Coverage." This notice is automatic and will be sent to your last known address. It's important to ensure that your mailing address is correct with your Payroll Specialist. Also, if you have a COBRA qualifying event (e.g. a divorce, a child's birthday results in ineligibility, gain of Medicare), it's important to tell Employee Benefits and Services. This will ensure that you receive the appropriate COBRA benefit Notice and benefits.

Your Notice will contain the necessary enrollment forms to elect COBRA benefits. Complete the forms and return them within the 60-day election period. Once you have elected the benefits, you will receive a confirmation of election statement, which will indicate the amount of premiums owed for coverage during the election period. Thereafter, you are responsible for paying the premiums each month.

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**Cost of COBRA Benefits –2014/2015 Premium Rate Table (Effective 08/01/2014)**

<b>PLAN AND ENROLLMENT STATUS</b>	<b>MONTHLY PREMIUM</b>
<b>Kaiser Permanente</b>	
Subscriber Only	\$590.13
Subscriber + 1	\$1,215.27
Family	\$1,719.66
<b>Blue Shield Signature (HMO)</b>	
Subscriber Only	\$478.58
Subscriber + 1	\$957.18
Family	\$1,354.41
<b>Blue Shield PPO (California &amp; Out of State)</b>	
Subscriber Only	\$876.08
Subscriber + 1	\$1,785.45
Family	\$2,771.25
<b>Blue Shield PPO – Needles</b>	
Subscriber Only	\$989.17
Subscriber + 1	\$2,014.87
Family	\$3,122.07
<b>Cigna Dental DPPO</b>	
Subscriber Only	\$50.97
Subscriber + 1	\$97.76
Family	\$169.53
<b>Cigna Dental Care DHMO</b>	
Subscriber Only	\$18.09
Subscriber + 1	\$31.10
Family	\$41.47
<b>Vision (General)</b>	\$5.38
<b>Vision (Safety)</b>	\$11.44
<b>Vision (Exempt)</b>	\$13.46
<b>Vision (Voluntary Dependent Coverage)</b>	
Subscriber Only	\$5.28
Subscriber + 1	\$12.67
Family	\$25.88
<b>FSA</b>	Based on previous election

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**Please review the cost table carefully**, as it details your costs for each of the first 18 months of coverage.

### **Changing Plans under COBRA**

Just like an active employee, you will receive annual open enrollment materials. You may change your current plan during the open enrollment period or if you move outside the service area.

### **California Continuation Rights**

Coverage may be continued past the date your federal (18 months) COBRA Continuation Coverage ends. Health plans must offer individuals who have exhausted their initial 18 months (or 29 months for a disability extension) an extension under California law (called Cal-COBRA). This extension is available for up to a total of 36 months (when combined with your 18 months of federal COBRA). The extension applies to medical plans only (not dental or vision). To obtain the extended coverage, you must notify your health plan in writing no later than 30 days before the end of the initial 18 month (or 29 month) period. If you elect this extension, you will notice an increase in the premium. Under Cal-COBRA, a health plan may charge up to a 10% administration fee.

### **New Health Insurance Marketplace Coverage Options and Your Health Coverage**

There may be other coverage options for you and your family. When key parts of the health care law take effect, you'll be able to buy coverage through the Health Insurance Marketplace. In the Marketplace, you could be eligible for a new kind of tax credit that lowers your monthly premiums right away, and you can see what your premium, deductibles, and out-of-pocket costs will be before you make a decision to enroll. Being eligible for COBRA does not limit your eligibility for coverage for a tax credit through the Marketplace. Additionally, you may qualify for a special enrollment opportunity for another group health plan for which you are eligible (such as a spouse's plan), even if the plan generally does not accept late enrollees, if you request enrollment within 30 days.

### **After COBRA Ends**

Ability to enroll in an individual plan varies by plan. You are encouraged to contact Employee Benefits and Services during the annual COBRA open enrollment period if this option will affect your plan election.

### **Contact(s)**

For additional information or assistance regarding your COBRA benefits, contact:

**County of San Bernardino**  
**Human Resources Department**  
**Employee Benefits and Services Division**  
157 West Fifth Street, First Floor  
San Bernardino, CA 92415-0440  
(909) 387-5552  
[www.sbcounty.gov/hr](http://www.sbcounty.gov/hr)

## **Can I Continue my Life Insurance and/or AD&D Coverage?**

There are two County sponsored life insurance plans (Basic Life and Supplemental Life) and one Accidental Death and Dismemberment (AD&D) plan offered to County employees. When your employment ends or you leave an eligible position, you will be offered the opportunity to continue this benefit in one of the following ways: 1) Portability or 2) Conversion (Not AD&D).

### **Life Insurance Portability and Conversion Benefits**

Portability and Conversion benefits are products that allow you to keep your life insurance coverage as a guaranteed issue. The benefit of porting or converting a policy is that it permits you to purchase insurance without providing evidence of insurability.

### **How to Elect Life Insurance Portability or Conversion Benefits**

Once your employment separation paperwork has been processed through the payroll system, the County will send you a “Portability Election” form or “Conversion of Group Life Insurance Enrollment” form, as applicable. To continue coverage under one of these provisions, you must submit a written request to Minnesota Life and make the first premium contribution within 60 days after the insurance provided by the County would otherwise terminate.

### **Cost of Life Insurance for Portability**

The monthly rates for **Portability** coverage is as follows:

Age Band	Port Rates (Per \$1,000)
<30	0.092
30 – 34	0.122
35 – 39	0.136
40 – 44	0.152
45 – 49	0.228
50 – 54	0.348
55 – 59	0.652
60 – 64	1.002
65 – 69	1.926

### **Cost of Life Insurance for Conversion**

If you are converting your life insurance coverage, premiums will be based upon your age and Minnesota Life’s regular in force rates at the time your conversion policy is issued. Use the rates mailed with your Conversion of Group Life Insurance Enrollment form to determine your new premium.

### **Contact(s)**

For more information or assistance regarding your life insurance and/or AD&D benefits, contact:

**County of San Bernardino**  
**Human Resources Department**  
**Employee Benefits and Services Division**  
 157 West Fifth Street, First Floor  
 San Bernardino, CA 92415-0440  
 (909) 387-5537

**Minnesota Life Insurance Company**  
 400 Robert Street North  
 St. Paul, MN 55101-2098  
 (866) 293-6047

## **Can I Continue my Variable Group Life Insurance (VGUL) Coverage?**

The Variable Group Universal Life (VGUL) insurance product is only available to **Exempt** employees. When your employment ends or you leave an eligible position, you will be offered the opportunity to continue this benefit in one of the following ways: 1) Portability or 2) Conversion.

### **Life Insurance Portability and Conversion Benefit**

Portability and Conversion benefits are products that allow you to keep your life insurance coverage as a guaranteed issue.

### **How to Elect Life Insurance Portability or Conversion Benefits**

Once your premium is no longer electronically sent to Minnesota Life through the County's payroll system, Minnesota Life will mail you a premium due notice to continue the policy.

You may contact Minnesota Life Insurance Company at 800-843-8358 to make payment arrangements for your future VGUL premiums.

### **Cost of Life Insurance for Portability or Conversion**

You will want to contact Minnesota Life to determine if there is any change in your premium. Premium rates are subject to change depending upon your age at separation of employment.

### **Contact(s)**

For more information or assistance regarding your Variable Group Life Universal Insurance, contact:

**County of San Bernardino**  
**Human Resources Department**  
**Employee Benefits and Services Division**  
157 West Fifth Street, First Floor  
San Bernardino, CA 92415-0440  
(909) 387-5537

**Minnesota Life Insurance Company**  
400 Robert Street North  
St. Paul, MN 55101-2098  
(800) 843-8358

## **What Options are Available for my 457 (b) Deferred Compensation?**

When you leave County employment, you may wish to make some decisions concerning your 457 (b) Deferred Compensation Plan Benefits. Please note, you are not required to take any action and you may maintain your account balance until such time as you wish to initiate distribution. Any employee who has an account balance, regardless of whether you are currently contributing to the Plan, should consider the options presented below.

### **Available Options**

You have three options:

1. Maintain your account balance with the Plan in its entirety.
2. Receive a lump sum distribution payment or a series of monthly, quarterly, semiannual or annual payments, not to exceed your life expectancy.
3. Determine when you want to begin receiving the payment(s). No action is required at this time if you are choosing to maintain your balance. Contact ING when you decide to begin distribution.

### **Payment Distributions**

Distribution can begin as soon as administratively possible after your employment separation paperwork has been processed through the payroll system.

When you receive your distribution, taxes will be deducted automatically at an approximate rate of 20% for Federal taxes and 2% for State taxes. If you wish to have additional taxes withheld, please inform ING.

### **Account Management**

Your Deferred Compensation Plan will be managed in the same manner as when you were an active employee. For example:

- Your account will continue to experience earnings and losses
- You will have the ability to transfer your account balance to another employer plan or IRA (transfers to qualified plans may subject your balance to additional withdrawal penalties and restrictions).
- You will no longer be able to contribute to this account and will no longer receive employer contributions, if applicable.

Quarterly statements will continue to be mailed to your home address. It's important to notify ING each time your mailing address changes. This will ensure that you continue to receive your statements and your future distribution payments.

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## **How to Elect Distribution**

Please request a distribution directly from the ING home office at (800) 584-6001.

It is recommended that you meet with an ING Representative to obtain distribution counseling on your account. ING will be happy to schedule an appointment with you at your worksite or in their office.

## **Contact(s)**

For more information or assistance regarding your deferred compensation account, contact:

**County of San Bernardino  
Human Resources Department  
Employee Benefits and Services Division**

Attention: Gracie Flores  
157 West Fifth Street, First Floor  
San Bernardino, CA 92415-0440  
(909) 387- 6098

**Voya Financial (formerly ING)**  
1030 Nevada Street, Suite 203 Redlands, CA 92374  
(909) 748-6468

## **What Options are Available for my PST Deferred Compensation?**

When you leave County employment, you are entitled to receive a distribution of your mandatory PST Deferred Compensation account. Please note that due to IRS regulations, you are not required to take any action and you may maintain your account balance until such time as you wish to initiate distribution. Any employee who has an account balance, regardless of whether you are currently contributing to the Plan, should consider the options presented below.

### **Available Options**

You have three options:

1. Maintain your account balance with the Plan in its entirety, or
2. Receive a lump sum distribution payment or a series of monthly, quarterly, semiannual or annual payments, not to exceed your life expectancy
3. Determine when you want to begin receiving the payment(s). No action is required at this time if you are choosing to maintain your balance. Contact ING when you decide to begin distribution.

### **Payment Distributions**

Distribution can begin as soon as administratively possible after your employment separation paperwork has been processed through the payroll system.

When you receive your distribution, taxes will be deducted automatically at an approximate rate of 20% for Federal taxes and 2% for State taxes. If you wish to have additional taxes withheld, please inform ING.

### **Account Management**

Your PST Deferred Compensation account will be managed in the same manner as when you were an active employee. For example:

- Your account will continue to experience earnings at a fixed rate
- You will have the ability to transfer your account balance to another employer plan or IRA (transfers to qualified plans may subject your balance to additional withdrawal penalties and restrictions).
- You will no longer be able to contribute to this account and will no longer receive employer contributions, if applicable.

Quarterly statements will continue to be mailed to your home address. It's important to notify ING each time your mailing address changes. This will ensure that you continue to receive your statements and your future distribution payments.

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## **How to Elect Distribution**

Please request a distribution directly from the ING home office at (800) 584-6001.

It is recommended that you meet with an ING Representative to obtain distribution counseling on your account. ING will be happy to schedule an appointment with you at your worksite or in their office.

## **Contact(s)**

For more information regarding your PST Deferred Compensation account, contact:

**County of San Bernardino  
Human Resources Department  
Employee Benefits and Services Division**

Attention: Gracie Flores  
157 West Fifth Street, First Floor  
San Bernardino, CA 92415-0440  
(909) 387-6098

**Voya Financial (formerly ING)**

1030 Nevada Street, Suite 203  
Redlands, CA 92374  
(909) 748-6468

## **What Options are Available for my 401(k) Defined Contribution?**

When you leave County employment, you may wish to make some decisions concerning your 401(k) Defined Contribution Plan benefits (this benefit is only available to **Exempt** employees). You are not required to take any action and you may maintain your account balance until such time as you wish to initiate a distribution. Any employee who has an account balance, regardless of whether you are currently contributing to the Plan, should consider the options presented below.

### **Available Options**

You have three options:

1. Maintain your account balance with the Plan in its entirety.
2. Receive a lump sum distribution payment or a series of monthly, quarterly, semiannual or annual payments, not to exceed your life expectancy.
3. Determine when you want to begin receiving the payment(s). No action is required at this time if you are choosing to maintain your balance. Contact ING when you decide to begin distribution.

### **Payment Distributions**

Distribution can begin as soon as administratively possible after your employment separation paperwork has been processed through the payroll system.

When you receive your distribution, taxes will be deducted automatically at an approximate rate of 20% for Federal taxes and 2% for State taxes. Additionally, if you receive your distribution before normal retirement age, you may need to pay a penalty tax. If you wish to have additional taxes withheld, please inform ING.

### **Account Management**

Your 401(k) Defined Contribution Plan will be managed in the same manner as when you were an active employee. For example:

- Your account will continue to experience earnings and losses
- You will have the ability to transfer your account balance to another employer plan or IRA.
- You will no longer be able to contribute to this account.

Quarterly statements will continue to be mailed to your home address. It's important to notify ING each time your mailing address changes. This will ensure that you continue to receive your statements and your future distribution payments.

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(909) 748-6468

## **How do I File for Unemployment Insurance?**

The California Employment Development Department (EDD) administers unemployment insurance benefits and other services to displaced workers. Information regarding Unemployment Insurance is provided to assist you in filing for your benefits.

### **How to File an Unemployment Insurance Claim**

You should file your claim as soon as you can after your last working day.

EDD offers the following options in filing your claim:

1. Use the on-line application at <https://eapply4ui.edd.ca.gov/>
2. File by telephone at (800) 300-5616
3. Print application from [www.edd.ca.gov](http://www.edd.ca.gov), complete by hand, then fax to 866-215-9159 **OR** mail to EDD, P.O. Box 12906, Oakland, CA 94604-2906 for processing.

### **Information Needed to File a Claim**

When filing a claim, the critical items you should have are:

- Your name (including all names you used while working), social security number, mailing and residence address, and telephone number.
- Your state issued driver's license or ID card number.
- The last date you worked for any employer. If you are working part-time, be sure to tell EDD you are still working and the number of hours you are working each week.
- Your gross earnings in the last week you worked, beginning with Sunday and ending with your last day of work.
- The name, mailing address and telephone number of your last employer. For the County of San Bernardino, regardless of your actual work location, please use the following address to expedite the processing of your claim:

County of San Bernardino  
Human Resources Department  
Employee Benefits and Services Division  
157 West Fifth Street, 1<sup>st</sup> Floor  
San Bernardino, CA 92415-0440

- The name of any other employers within the last 18 months (including the name of the employer you worked for the longest within this timeframe).
- The reason you are no longer working for your last employer.
- Whether you are receiving, or expect to receive any payments from former employers, e.g., wages, pension, holiday pay, vacation or sick pay.
- Your citizenship status (which may include your alien registration number).

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## **Waiting Period**

There is a seven-day waiting period. EDD will notify you of the results of your claim, including the day your benefits will begin and the amount of your benefits.

## **Weekly Benefit Amount**

The weekly benefit amount will range from \$40 to \$450 and depends on when you file a claim and your past earnings. If you have questions on the amount of your award, contact EDD.

## **Benefit Time Limits**

You can collect for up to 26 weeks as long as you are available for work and are actively seeking work. If you are still unemployed after 26 weeks and you have exhausted your entitlement to your regular UI claim, you may be eligible for an extension. If you are eligible to file for an extension, EDD will automatically file the extension and send you an additional Continued Claim Form, DE 4581. No action is required on your part.

## **When Will I Receive My Checks?**

You will usually receive your first check in two and one-half (2 ½) to three and one-half (3 ½) weeks after filing. Typically, you will receive a check every two (2) weeks. You may obtain automated check information by contacting the EDD at **866-333-4606**. You must have your Social Security Number and 4-digit Personal Identification Number (PIN) to use this service.

## **Eligibility**

Eligibility is determined by EDD.

## SEPARATION CHECKLIST:

Due to the nature of the budget deficit, some employees may be laid off resulting in separation from County service. In an effort to simplify the separation process for those laid off, Human Resources has developed a checklist of activities to be completed prior to and upon separation from County service.

### Prior to Separation

**Assess your transferable skills.**

Web resource: <https://www.csb-win.org/vosnet/Default.aspx?plang=E>  
<http://www.acinet.org/skills/default.aspx?nodeid=20>

**Explore a career change.**

Web resource: <http://www.careerinfonet.org/>

**Consider meeting with a WDD representative at your local Career center:**

- Create or update your resume and cover letter
- Seek employment outside of County service
- Learn about retraining programs
- Networking
- Explore a career change
- Prepare for job interviews

Web resource: <https://www.csb-win.org/jobbanks/default.asp?p=0&session=jobsearch&geo=> (WDD)  
<http://www.careeronestop.org> (Federal site)

#### Local Career Centers:

- **West-End Employment Resource Center-**  
9650 9th Street Suite A, Rancho Cucamonga, CA 91730  
Phone: (909) 941-6500
- **San Bernardino Employment Resource Center-**  
658 East Brier Street Dr., Suite 100, San Bernardino, CA 92415  
Phone: (909) 382-0440
- **High Desert Employment and Business Resource Center-**  
15555 Main Street, #G4, Hesperia, CA 92345.  
Phone: (760) 949-8526

**Consider applying for open County positions. Current job announcements are accessible via:**

County web page Internet ([www.sbcounty.gov/hr](http://www.sbcounty.gov/hr)) and Intranet sites  
 24-Hour Job Hotline: (909) 387-5611  
 HR – Employment Office: 157 W. 5<sup>th</sup> Street, San Bernardino, CA 92415

**Consider applying for open non-County positions.**

Web resources: <https://www.csb-win.org/jobbanks/default.asp?p=0&session=jobsearch&geo=>  
<http://www.caljobs.ca.gov/>  
<http://www.truecareers.com/jobs>

- Go to the EDD website to view rules for unemployment benefits and find out what benefits you would receive.**

Web resource: <http://www.edd.ca.gov/Unemployment>

Toll free: (866) 333-4606 TTY: (800) 815-9387

- Consider your retirement eligibility and/or options.**

Web resource: [www.sbcera.org](http://www.sbcera.org)

Phone: (909) 885-7980. Toll free: (877) 722-3721.

Contact: SBCERA Office

SBCERA

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- Determine 401(K) defined contribution and 457 deferred compensation options.**

Web resources: [http://www.sbcounty.gov/hr/Benefits\\_Home.aspx](http://www.sbcounty.gov/hr/Benefits_Home.aspx) (Benefits - Internet)

<http://countyline/hr/benefits> (Benefits – Intranet)

Phone: (909) 387-6098

Contact: HR/Employee Benefits and Services Department (EBSD)

- Determine medical/healthcare options:**

- **Learn how to continue your medical benefits**

Web resources: [http://www.sbcounty.gov/hr/Benefits\\_Home.aspx](http://www.sbcounty.gov/hr/Benefits_Home.aspx) (Benefits - Internet)

<http://countyline/hr/benefits> (Benefits – Intranet)

Phone: (909) 387-5552

Contact: HR/Employee Benefits and Services Department (EBSD)

- **Explore Health Care Exchanges (For California – Covered California)**

Web resource: <https://www.coveredca.com/>

Toll free: (800) 300-1506. TTY: (888) 889-4500

- **Explore private health care (California Department of Insurance)**

Web resource: <http://www.insurance.ca.gov/>

Toll free: (800) 927-HELP (4357). TDD: (800) 482-4833

- If participating in other benefit programs, determine your options:**

- **Flexible Spending Account (FSA) Program**
- **Dependent Care Assistance Program (DCAP)**

Web resources: [http://www.sbcounty.gov/hr/Benefits\\_Home.aspx](http://www.sbcounty.gov/hr/Benefits_Home.aspx) (Benefits - Internet)

<http://countyline/hr/benefits> (Benefits – Intranet)

Phone: (909) 387-5787

Contact: HR/Employee Benefits and Services Department (EBSD)

- Obtain your workplace job references for future interviews**

Contact: Former supervisors and managers

## **After Leaving County Service**

- Apply for unemployment insurance benefits.**

Web resource: <http://www.edd.ca.gov/Unemployment>

Toll free: (866) 333-4606 TTY: (800) 815-9387

- Within 60 days, apply for continued health care coverage through EBSD or private sources.**

Web resources: [http://www.sbcounty.gov/hr/Benefits\\_Home.aspx](http://www.sbcounty.gov/hr/Benefits_Home.aspx) (Benefits - Internet)

Phone: (909) 387-5787

Email: [ebds@hr.sbcounty.gov](mailto:ebds@hr.sbcounty.gov)

Contact: HR/Employee Benefits and Services Department (EBSD)

- Keep your current contact information on file with Human Resources.**

Phone: (909) 387-8304

Contact: HR/Employment Division

157 W. 5<sup>th</sup> Street, First Floor

San Bernardino, CA 92415

- Contact the San Bernardino County Employees' Retirement Association (SBCERA) regarding your retirement account and options.**

Web resource: [www.sbcera.org](http://www.sbcera.org)

Phone: (909) 885-7980 Toll free: (877) 722-3721

Contact: SBCERA Office

SBCERA

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- Learn about state sponsored financial assistance if it becomes necessary.**

Web resource: <http://www.dss.cahwnet.gov/cdssweb/PG181.htm>

## **Appendix A – NEOGOV Instructions**



## County of San Bernardino Human Resources Department

### Submitting Online Job Interest Cards

If you are interested in a job that is not currently open for recruitment, you may request to be automatically notified when it opens by submitting an Online Job Interest Notification Card:

#### Option 1: Job Interest Notification Card by Category

- a. Visit Human Resources Employment Website at [www.sbcounty.gov/hr](http://www.sbcounty.gov/hr)
- b. Select "**Employment**"
- c. Select "**Current Job Listings**"
- d. In the 3<sup>rd</sup> paragraph, click on "**category**"
- e. Check all categories that interest you
- f. Complete the required **Job Interest Card** fields
- g. Click "**Submit Request**" and you will be notified for all jobs that match the selected categories

#### Option 2: Job Interest Notification Card by Job Title (Job Description/Classification)

- a. Visit Human Resources Employment Website at [www.sbcounty.gov/hr](http://www.sbcounty.gov/hr)
- b. Select "**Employment**"
- c. Select "**Current Job Listings**"
- d. In the 3<sup>rd</sup> paragraph, click on "**job titles**"
- e. Locate positions of interest in alphabetical order
- f. Click **title** of chosen position to review job description
- g. To receive an **Interest Card**, click "**Email me when jobs like this become available**"
- h. Click "**Submit Request**" and you will be notified when a recruitment opens for the specific job title selected

**Note: Job Interest Notification Cards are active for a one year period and will automatically expire after this period has passed.**

- If you change your email address or your job interest notification card expires, you will need to resubmit your job interest card(s) request.
- SPAM filters may prevent the emailed notification from reaching you or send the notification to a SPAM folder. Update SPAM, Junk, or Bulk e-mail filters accordingly.

Information on current **Job Openings** can be obtained at:

**Human Resources-Employment**  
**157 West Fifth Street, 1<sup>st</sup> Floor, San Bernardino**  
**(909) 387-8304 · TTY Users: 711**  
**Job Line: (909) 387-5611**  
**Apply Online at: [www.sbcounty.gov/hr](http://www.sbcounty.gov/hr)**

Disclaimer: The Job Interest Card is not an application for employment. The County of San Bernardino utilizes the Job Interest Card as a courtesy to prospective applicants and makes every effort to ensure proper and timely notification of job openings. Upon receipt of a job interest card, an applicant should submit a completed application as soon as possible before the last day to file.



## County of San Bernardino Human Resources Department

### Creating an Account, Filling out General Information, and Applying Online

#### Creating an Account

The first step in the online application process is to create an account in our online application system, NEOGOV. *Note: Applicants who already have a NEOGOV account in NEOGOV, should follow steps a & b only to log into their account and proceed to the next section.*

- a. Visit Human Resources Website at [www.sbcounty.gov/hr](http://www.sbcounty.gov/hr)
- b. At the top right choose "**NEGOV LOGIN**"
- c. Click on the "**create your account here!**" link
- d. Enter your account information. A unique username and password should be created; be sure to record your login information for future use. **Do not share your username and password with anyone. Only one applicant per account is allowed.**
- e. Click "**Create**"; you now have an account with Neo-Gov!

#### General Information

After your account is established, you can fill out the general information section that can be saved, modified, and used to apply for more than one job opening. *Note: Filling out the general information section does not mean you applied for a job. To apply for a job opening, proceed and follow the instructions in the next section.*

- a. Click on your "**username**"; *This will be on the top right hand side*
- b. Click "**Profile**"
- c. Fill in your information for each section by clicking on the "**Edit**" and "**Add**" links for each section then click "**next**".
- d. *Be sure to include all required information and detailed responsibilities of your previous work and volunteer positions in the work experience section. You can update the information in your general information section at any time.*

#### Applying Online

- a. Visit Human Resources Website at [www.sbcounty.gov/hr](http://www.sbcounty.gov/hr)
- b. Select "**Employment**"
- c. Select "**Current Job Listings**", scroll to the bottom of the page to view current job openings
- d. Click on the Position Title to view the job announcement and apply for the position/job; Click "**Apply**"
- e. Sign in to your account using your Username and Password. Click "**Login**"
- f. Complete and/or update information in each application process step by clicking "**Edit**", when done click "**Next**". *(If you wish to leave your work for a later time click on the "**Save**" tab at the bottom of the page).*
- g. Click "**Review**" tab. *Note: Review your application and confirm that all information is correct and complete before clicking "**Confirm Application**," as you will not be able to make any additional changes once the confirm application button has been selected.*
- h. Submit your application by clicking "**Proceed to Certify**" and then click "**Accept & Submit**".

Upon successful submittal of your application, you will receive an immediate confirmation on your NEOGOV account webpage, in addition to an email confirmation that your application has been submitted. Check the status of your application by logging into your account and clicking the application status tab *(you will find this tab by clicking on your user name)*. You must submit an application for each job you wish to apply for.

In addition to our website, job opening information can be obtained at:

Human Resources-Employment  
157 West Fifth Street, 1<sup>st</sup> Floor in San Bernardino  
(909) 387-8304 · TTY Users: 711  
Job Line: (909) 387-5611

## **Appendix B – Hard Copy Application**





## **Appendix C – Position Interest Worksheet**





## **Appendix D - Requalification Request Form**





