



# Attorneys

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Union Code</b>	Attorney						
<b>Representation</b>	San Bernardino County Public Attorneys Association						
<b>Contract Date</b>	2016-2019						
<b>Health and Welfare</b>							
<b>Benefit Level</b>	Full Time (61 - 80 hours)						
<b>Medical Premium Subsidy (MPS)</b>	<table style="margin-left: auto; margin-right: auto;"> <tr> <td>Employee Only</td> <td style="text-align: right;">\$194.90</td> </tr> <tr> <td>Employee + 1</td> <td style="text-align: right;">\$345.66</td> </tr> <tr> <td>Employee + 2</td> <td style="text-align: right;">\$473.70</td> </tr> </table>	Employee Only	\$194.90	Employee + 1	\$345.66	Employee + 2	\$473.70
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Employee + 1	\$345.66						
Employee + 2	\$473.70						
<b>Medical Opt-Out or Waive</b>	\$40.00						
<b>Vision</b>	Employer-Paid for Employee Only Coverage						
<b>Life Insurance - Employer Paid</b>	\$50,000						
<b>Voluntary Term Life</b>	\$10,000 - \$700,000						
<b>Voluntary AD&amp;D</b>	\$10,000 - \$250,000						
<b>Leave Provisions</b>							
<b>Vacation</b>	80-160 hours/year						
<b>Sick</b>	3.39 hours/pay period						
<b>Bereavement</b>	3 days/per occurrence						
<b>Holiday</b>	13 + 1 floating/year						
<b>Attorney</b>	80 hours/year						
<b>Perfect Attendance</b>	Annual Gym Membership Reimbursement up to \$299 –OR– 16 hours of Perfect Attendance Leave						

Retirement	
<b>Tier 1</b> (Hired prior to 1/1/2013, reciprocity provision may apply)	2% at age 55
<b>Tier 2</b> (Hired prior to 1/1/2013, reciprocity provision may apply)	2.5% at age 67
Retirement – Other	
<b>457(b)</b> Eligible to enroll at any time	<u>County Contribution, based on continuous years of service:</u> 1 Year = ½ for 1 Match up to 0.50% of Salary 15 Years = ½ for 1 Match up to 0.75% of Salary 20+ years = ½ for 1 Match up to 1.00% of Salary
<b>Retirement Medical Trust Fund – Sick Leave Conversion</b>	Employees become eligible to convert a portion of their sick leave to the RMT upon attaining 10 or more years of participation with SBCERA and/or other public retirement system(s).
<b>Retirement Medical Trust Fund – County Contribution</b>	<u>County Contribution, based on continuous years of service:</u> 10-14 years = 1.00% of bi-weekly base salary 15-19 years = 1.25% of bi-weekly base salary 20+ years = 1.50% of bi-weekly base salary
Other	
<b>Annual Tuition Reimbursement Bar Dues</b>	\$400/year Up to \$400/year
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Medical Expense Reimbursement Plan (Flexible Spending Account)</b>	Max. \$98.07 employee contribution per pay period
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$255/month for qualified transportation (commuter) expenses
<b>Short Term Disability Benefit</b>	55% up to \$1,173/week

**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.

- \$238.28 (combined cost of premiums)
- \$194.90 (medical premium subsidy)
- \$ 43.38 (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.

- \$838.66 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
- \$364.96 (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.

- \$663.03 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
- \$189.33 (biweekly out-of-pocket cost)**