



Special Districts/County Fire  
**Non-Represented**  
 ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Representation</b>	Non-Represented
<b>Compensation Plan</b>	2015
<b>Health and Welfare</b>	
<b>Benefit Level</b>	Full Time (61 - 80 hours)
<b>Medical Premium Subsidy (MPS)</b>	Employee Only – Blue Shield \$194.90 Employee Only – Kaiser \$230.25 Employee + 1 \$345.66 Employee + 2 \$473.70
<b>Dental Premium Subsidy (DPS)</b>	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
<b>Medical Opt-Out/Waive</b>	Opt-Out before 7/9/05 \$133.85 Waive before 7/9/05 \$190.00 Opt-out/Waive after 7/9/05 \$40.00
<b>Vision</b>	Employer Paid for Employee & Dependent Coverage
<b>Life Insurance Employer Paid</b>	All employees except Supervisory: \$25,000 Employees in a Supervisory Classification: \$35,000
<b>Voluntary Term Life</b>	Employee: \$10,000 - \$700,000 Spouse/Domestic Partner: \$10,000 - \$250,000 Child(ren): \$5,000 - \$20,000
<b>Voluntary AD&amp;D</b>	Employee: \$10,000 - \$250,000 Spouse/Domestic Partner: \$5,000 - \$125,000 Child(ren): \$3,125 - \$25,000
<b>Leave Provisions</b>	
<b>Vacation</b>	80-160 hours/year, w/cash-out option up to 60 hours/year if 80 hours of vacation used in previous year
<b>Sick</b>	3.69 hours/pay period
<b>Holiday</b>	13 + 1 floating/year
<b>Bereavement</b>	2 days per occurrence (3 days if traveling > 1,000 miles)
<b>Annual/Administrative Supervisory Only</b>	40 Hours Administrative (One opportunity during employment to exercise cash-out)  40 Hours Annual, w/no cash-out option
<b>Perfect Attendance</b>	Annual Gym Membership up to \$299 -OR- 16 hours of Perfect Attendance Leave

<b>Retirement</b>	
<b>Tier I</b> (Hired prior to 1/1/2013, reciprocity provision may apply)	2% at age 55
<b>Tier II</b> (Hired on or after 1/1/2013, reciprocity provision may apply)	2.5% at age 67
<b>Retirement - Other</b>	
<b>457(b)</b> Eligible to enroll at any time	Eligible after one year of continuous service in a regular position County matching contribution ½ times employee contribution, up to ½%
<b>Retirement Medical Trust Fund – Sick Leave Conversion</b>	<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).
<b>Retirement Medical Trust Fund – Employer Contribution</b>	<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
<b>Other</b>	
<b>529 Education Savings Plan</b>	Eligible
<b>Tuition Reimbursement</b>	First come first serve basis not to exceed \$1,650/fiscal year
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Flexible Spending Account (FSA)</b>	Annual maximum contribution of \$2,600
<b>Qualified Transportation Plan</b>	Pre-tax-deductions of up to \$260/month for qualified transportation (commuter) expenses
<b>State Disability Insurance</b>	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 DeltaCare USA HMO plans with Employee Only coverage.

\$250.96 (combined cost of premiums)

- \$194.90 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 46.60 (out-of-pocket cost)**

**Example #2:** An Automated Systems Analyst elects Kaiser Permanente and Delta Dental PPO plans with Employee + 2 or more coverage.

\$898.55 (combined cost of premiums)

- \$473.70 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$415.39 (out-of-pocket cost)**