



Attorneys

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	San Bernardino County Public Attorneys Association	
Contract Date	2019-2024	
Health and Welfare		
Benefit Level	Full Time (61 - 80 hours)	
Medical Premium Subsidy (MPS)	Employee Only	\$199.31
	Employee + 1	\$359.08
	Employee + 2	\$503.41
Dental Premium Subsidy (DPS)	Up to \$9.46	
Medical Opt-Out or Waive	\$40.00	
Vision	Employer-Paid for Employee Only Coverage	
Life Insurance - Employer Paid	\$50,000	
Voluntary Term Life	Employee: \$10,000 - \$700,000 Spouse/Domestic Partner: \$10,000 - \$250,000 Child(ren): \$5,000 - \$20,000	
Voluntary AD&D	Employee: \$10,000 - \$250,000 Spouse/Domestic Partner: \$5,000 - \$125,000 Child(ren): \$3,125 - \$25,000	
Leave Provisions		
Vacation	80-160 hours/year, w/cash-out option up to 60 hours/year if 80 hours of vacation used in previous year	
Sick	3.39 hours/pay period	
Bereavement	2 days/per occurrence	
Holiday	13 + 1 floating/year	
Attorney	80 hours/year	
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299 -OR- 16 hours of Perfect Attendance Leave	
Retirement		
Retirement Formulas <i>Reciprocity provision may apply</i>	Tier I 2.0% at age 55 Hired PRIOR TO January 1, 2013	Tier II 2.5% at age 67 Hired ON or AFTER January 1, 2013

Retirement – Other	
457(b) Eligible to enroll at any time	All employees in bargaining unit covered by the MOU shall automatically be enrolled in the County's 457 Deferred Compensation Plan and contribute 1.00% of base salary to the plan. Employees may withdraw participation at any time. After one year of continuous service in a regular position, County will match ½ times employee contribution up to ½%
Retirement Medical Trust Fund – Sick Leave Conversion	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).
Retirement Medical Trust Fund – County Contribution	<u>County Contribution, based on continuous years of service:</u> 10-14 years = 1.50% of bi-weekly base salary 15-19 years = 2.00% of bi-weekly base salary 20+ years = 2.50% of bi-weekly base salary
Other	
529 Education Savings Plan	Eligible
Bar Dues	Costs associated with renewal of membership in the California State Bar Association
Dependent Care Assistance Plan	Eligible
Flexible Spending Account (FSA)	Annual Maximum: \$2,700 or \$103.84 per pay period for 26 pay periods Employee who select the County-sponsored Blue Shield Access+ HMO or Kaiser Choice HMO plan and elect to enroll in the FSA shall be eligible for up to a \$10.00 per pay period match to be credited on a quarterly basis.
Qualified Transportation Plan	Pre-tax deductions of up to \$265/month for qualified transportation (commuter) expenses
Short Term Disability Benefit	55% up to \$1,252/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 Delta Care USA DHMO plans with Employee Only coverage.

\$269.30 (combined cost of premiums)
 - \$199.31 (medical premium subsidy)
 - \$ 9.46 (dental premium subsidy)
\$ 60.53 (biweekly out-of-pocket cost)

Example #2: A Deputy District Attorney II elects Kaiser Permanente Traditional HMO and Delta Dental PPO plans with Employee + 2 or more coverage.

\$923.15 (combined cost of premiums)
 - \$503.41 (medical premium subsidy)
 - \$ 9.46 (dental premium subsidy)
\$410.28 (biweekly out-of-pocket cost)

Example #3: A Deputy Public Defender III elects Blue Shield Signature HMO and DeltaCare USA DHMO plans with Employee + 1 or more coverage.

\$521.21 (combined cost of premiums)
 - \$359.08 (medical premium subsidy)
 - \$ 9.46 (dental premium subsidy)
\$164.24 (biweekly out-of-pocket cost)

Example #3: A Child Support Attorney I elects Blue Shield Access+ HMO and DeltaCare USA DHMO plans with Employee + 1 or more coverage.

- \$235.28 (combined cost of premiums)
- \$199.31 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$26.51 (biweekly out-of-pocket cost)**