

CONFIDENTIAL EMPLOYEE BENEFIT OVERVIEW

BENEFIT	DESCRIPTION
Monthly Benefit Allotment	\$2,060, to purchase medical, dental, and life insurance, with unused portion paid to you as cash. An additional amount is paid directly to your insurance provider by South Coast AQMD per the Administrative Code.
Medical Health Plans	Blue Shield PPO Blue Shield PPO Savings Plus 2250 (High Deductible Plan) Blue Shield HMO Kaiser HMO Kaiser HSA HMO 1500 (High Deductible Plan)
Dental Plans	Delta Dental (without orthodontic benefits) Delta Dental (with orthodontic benefits for children only) DeltaCare (PMI) Dental
Vision Plan	Medical Eye Services (MES) – Optional
Life Insurance	\$25,000 Term Life Insurance (Optional additional life insurance, paid by you, at 1X, 2X, or 3X your salary)
Employee Assistance Program (EAP)	Administered by MHN; Provides 3 employer-paid counseling sessions per event, as well as a variety of work and home life support services
Employee-Paid Accidental Death & Dismemberment	Optional
Long-Term Disability Coverage	Paid by South Coast AQMD
Employee-Paid Long-Term Care Plan	Optional
Flexible Spending Account (Section 125)	Optional Plans (Medical Reimbursement; Dependent Care)
Health Savings Account	Optional for high deductible medical plans
Work Schedule	Four 10-hour days, Tuesday through Friday
Vacation	80 hours per year, increasing to 120 after five years
Holidays	12 paid holidays per year
Administrative Leave	10 hours per year
Sick Leave	100 hours per year
Other Leaves	Bereavement; Catastrophic; Jury Duty; Military; Witness
Professional Licenses & Memberships	Reimbursed up to \$100 per year; up to \$478 for attorney bar dues
Tuition Reimbursement	Reimbursed up to \$3,000 per year
Deferred Compensation (457 Plan)	South Coast AQMD matches, dollar for dollar, 100% of your regular contribution, up to the 2012 IRS maximum
Retirement	2.5% @ 67 defined benefit plan – Applies to employees hired on or after January 1, 2013 who, at time of hire, were not members of the San Bernardino County Employees' Retirement Association (SBCERA) or another public employee retirement system through which reciprocity may be established. 2.0% @ 55 defined benefit plan – Applies to employees who, prior to January 1, 2013, were active members of SBCERA or another public employee retirement system through which reciprocity may be established. Employees pay only the Medicare portion of Social Security.