

OFFICE CLERICAL & MAINTENANCE EMPLOYEE BENEFIT OVERVIEW

BENEFIT	DESCRIPTION
Monthly Benefit Allotment	\$1,401, to purchase medical, dental, and life insurance, with unused portion paid to you as cash. An additional \$385.00 is paid directly to your insurance provider by South Coast AQMD per the MOU.
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	\$10,000 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
Employee-Paid Long-Term Disability Coverage	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
Sick Leave	100 hours per year
Other Leaves	Bereavement; Catastrophic; Jury Duty; Military; Witness
Tuition Reimbursement	Reimbursed up to \$2,250 per year
Deferred Compensation (457 Plan)	Optional (Employee may contribute up to the 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.