

## PROFESSIONAL EMPLOYEE BENEFIT OVERVIEW

<b>BENEFIT</b>	<b>DESCRIPTION</b>
<b>Monthly Benefit Allotment</b>	\$1,320, 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.
<b>Medical Health Plans</b>	Blue Shield PPO Blue Shield PPO Savings Plus 2250 (High Deductible Plan) Blue Shield HMO Kaiser HMO Kaiser HSA HMO 1500 (High Deductible Plan)
<b>Dental Plans</b>	Delta Dental (without orthodontic benefits) Delta Dental (with orthodontic benefits for children only) DeltaCare (PMI) Dental
<b>Vision Plan</b>	Medical Eye Services (MES) – Optional
<b>Life Insurance</b>	\$10,000 Term Life Insurance (Optional additional life insurance, paid by you, at 1X, 2X, or 3X your salary)
<b>Employee Assistance Program (EAP)</b>	Administered by MHN; Provides 3 employer-paid counseling sessions per event, as well as a variety of work and home life support services
<b>Employee-Paid Accidental Death &amp; Dismemberment</b>	Optional
<b>Employee-Paid Long-Term Disability Coverage</b>	Optional
<b>Flexible Savings Account (Section 125)</b>	Optional Plans (Medical Reimbursement; Dependent Care)
<b>Health Saving Account</b>	Optional for high deductible medical plans
<b>Work Schedule</b>	Four 10-hour days, Tuesday through Friday
<b>Vacation</b>	80 hours per year, increasing to 120 after five years
<b>Holidays</b>	12 paid holidays per year
<b>Sick Leave</b>	100 hours per year
<b>Other Leaves</b>	Bereavement; Catastrophic; Jury Duty; Military; Witness
<b>Tuition Reimbursement</b>	Reimbursed up to \$1,000 per year
<b>Deferred Compensation (457 Plan)</b>	Optional (Employee may contribute up to the IRS maximum)
<b>Retirement</b>	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.