

## MANAGEMENT EMPLOYEE BENEFIT OVERVIEW

<i>BENEFIT</i>	<i>DESCRIPTION</i>
<b>Monthly Benefit Allotment</b>	\$1,629 with unused portion paid to you as cash
<b>Medical Health Plans</b>	Blue Shield PPO Blue Shield HMO Health Net HMO Kaiser HMO
<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>	\$5,000 Term Life Insurance provided by AQMD (Optional additional life insurance at 1X, 2X, or 3X your salary)
<b>Term Life/ Accidental Death &amp; Dismemberment</b>	\$50,000 provided by AQMD (Additional coverage optional)
<b>Long-Term Disability Coverage</b>	AQMD-Paid
<b>Employee-Paid Long-Term Care Plan</b>	Optional
<b>Section 125</b>	Optional (Medical Reimbursement Plan, Dependent Care Plan, Premium Conversion Plan)
<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 Leave Catastrophic Leave Jury Duty Leave Military Leave Witness Leave
<b>Professional Licenses &amp; Memberships</b>	Reimbursed up to \$300 per year; \$478 for attorney bar dues
<b>Physical Examination</b>	Reimbursed up to \$300 per year
<b>Salary Continuation Plan</b>	Eligible after one year of service
<b>Tuition Reimbursement</b>	Reimbursed up to \$2,000 per year
<b>Deferred Compensation (457 Plan)</b>	AQMD matches, dollar for dollar, 100% of employee's regular contribution up to a maximum of \$8,250 for calendar year 2009

<i>BENEFIT</i>	<i>DESCRIPTION</i>
<b>Retirement</b>	Administered by San Bernardino County Employees' Retirement Association (SBCERA): AQMD contributes 19.64% of gross salary plus certain other pay. You contribute from 3.25% to 4.75% of gross salary plus certain other pay, depending on your age at entry

3/20/09