



Plan Year 2019-2020

## General Unit Employee Benefit Summary

Administrative Services • Clerical • Management  
• Supervisory • Technical & Inspection

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Health and Welfare		
Benefit Level	Full Time (61-80 hours)	
<b>Medical Premium Subsidy (MPS)</b> <b>Hired or entering the unit BEFORE</b> <b>June 28, 2014</b>	Kaiser Permanente HMO Employee Only	\$230.25
	All Other Plans Employee Only	\$203.05
	All Other Plans Employee + 1	\$348.57
	All Other Plans Employee + 2 or more	\$493.22
<b>Medical Premium Subsidy (MPS)</b> <b>Hired or entering the unit AFTER</b> <b>June 28, 2014</b>	Employee Only	\$203.05
	Employee + 1	\$348.57
	Employee + 2 or more	\$493.22
<b>Dental Premium Subsidy (DPS)</b>		\$9.46
<b>Medical Opt-Out</b>	Opt-Out before 7/23/05	\$136.70
	Opt-Out After 7/23/05	\$81.70
<b>Medical Waive</b>	Waived Before 7/23/05	\$194.05
	Waived After 7/23/05	\$81.70
<b>Vision</b>	Employer Paid for Employee Only Coverage	
<b>Life Insurance</b>	ADM., MGMT:	\$50,000
	SUP, TI:	\$35,000
	CLK:	\$20,000
<b>Voluntary Term Life</b>	Employee	\$10,000 - \$700,000
	Spouse/Domestic Partner	\$10,000 - \$250,000
	Child(ren)	\$5,000 - \$20,000
<b>Voluntary AD&amp;D</b>	Employee:	\$10,000 - \$250,000
	Spouse/Domestic Partner:	\$5,000 - \$125,000
	Child(ren):	\$3,125 - \$25,000
Leave Provisions		
<b>Vacation</b>	80-160 hours/year, w/cash out option up to 60 hours/year if 80 hours of vacation used in the previous year	
<b>Sick</b>	3.39 hours/pay period	
<b>Bereavement</b>	2 days per occurrence (3 days if traveling more than 1,000 miles)	
<b>Holiday</b>	13 + 1 floating/year	
<b>Annual</b>	<b>SUP only</b> – 40 hours/year, no cash-out option (use it or lose it)	
<b>Administrative/Annual</b>	<b>MGMT only</b> – 80 hours Administrative year, w/cash-out option <b>SUP only</b> – 40 hours Administrative/year, w/cash-out option, and 40 hours Annual/year, w/no cash-out option	
<b>Perfect Attendance</b>	Annual Gym Membership Reimbursement up to \$299 – <b>OR</b> – Annual 16 hours Perfect Attendance Leave	

<b>Retirement</b>	
<b>Tier 1</b> (Hired prior to 1/1/2013. Reciprocity provision may apply.)	2% at age 55 7% SBCERA Contribution upon reaching 5 years of continuous SBCERA Service
<b>Tier 2</b> (Hired on or after 1/1/2013. Reciprocity provision may apply.)	2.5% at age 67 No SBCERA Contribution
<b>Retirement – Other</b>	
<b>457(b)</b> Eligible to enroll at any time	After one year of continuous service in a regular position, employees are eligible for a biweekly match. Match of ½ times the employee's contribution up to ½% of the employee's biweekly base salary.
<b>Retirement Medical Trust Fund</b>	Must contribute sick leave balance at the rate of 100% of the cash value. No max.
<b>Other</b>	
<b>529 Education Savings Plan</b>	Eligible
<b>Annual Tuition Reimbursement</b>	\$1,500 per employee after one year of SBCERA service
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Flexible Spending Account (FSA)</b>	Annual maximum contribution of \$2,700
<b>Portable Communication Device Allowance</b>	Per Letter of Employment
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$260/month for qualified transportation (commuter) expense
<b>Short Term Disability - General</b>	55% up to \$1,216/week