San Bernardino County Employees' Retirement Association

Plan Year 2020-2021

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)**	
Medical Premium Subsidy (MPS) Hired or entering the unit BEFORE June 28, 2014	Kaiser Permanente HMO Employee Only All Other Plans Employee Only All Other Plans Employee + 1 All Other Plans Employee + 2 or more	$230.25 $209.47 $359.57 $508.80
Medical Premium Subsidy (MPS) Hired or entering the unit AFTER June 28, 2014	Employee Only Employee + 1 Employee + 2 or more	$209.47 $359.57 $508.80
Dental Premium Subsidy (DPS)		$9.46
Medical Opt-Out	Opt-Out before 7/23/05 Opt-Out After 7/23/05	$141.02 $84.28
Medical Waive	Waived Before 7/23/05 Waived After 7/23/05	$200.17 $84.28
Vision	Employer Paid for Employee Only Coverage	
Life Insurance	ADM., MGMT: SUP, TI: CLK:	$50,000 $35,000 $20,000
Voluntary Term Life	Employee Spouse/Domestic Partner Child(ren)	$10,000 - $700,000 $10,000 - $250,000 $5,000 - $20,000
Voluntary AD&D	Employee: Spouse/Domestic Partner: Child(ren):	$10,000 - $250,000 $5,000 - $125,000 $3,125 - $25,000
Leave Provisions		
Vacation	80-160 hours/year, w/cash out option up to 60 hours/year if 80 hours of vacation used in the previous year	
Sick	3.39 hours/pay period	
Bereavement	2 days per occurrence (3 days if traveling more than 1,000 miles)	
Holiday	13 + 1 floating/year	
Annual	**SUP only** – 40 hours/year, no cash-out option (use it or lose it)	
Administrative/Annual	**MGMT only** – 80 hours Administrative year, w/cash-out option **SUP only** – 40 hours Administrative/year, w/cash-out option, and 40 hours Annual/year, w/no cash-out option	
Perfect Attendance	Annual Gym Membership Reimbursement up to $299 – **OR** – Annual 16 hours Perfect Attendance Leave	

Retirement	
Tier 1 (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
Tier 2 (Hired on or after 1/1/2013. Reciprocity provision may apply.)	2.5% at age 67 No SBCERA Contribution
Retirement – Other	
457(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 1 times the employee's contribution up to 1% of the employee's biweekly base salary.
Retirement Medical Trust Fund	Must contribute sick leave balance at the rate of 100% of the cash value. No max.
Other	
529 Education Savings Plan	Eligible
Annual Tuition Reimbursement	$1,500 per employee after one year of SBCERA service
Dependent Care Assistance Plan	Eligible
Flexible Spending Account (FSA)	Annual maximum contribution of $2,750
Portable Communication Device Allowance	Per Letter of Employment
Qualified Transportation Plan	Pre-tax deductions of up to $260/month for qualified transportation (commuter) expense
Short Term Disability - General	55% up to $1,216/week