

Plan Year 2022-2023
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 \$230.25
	All Other Plans Employee Only \$229.01
	All Other Plans Employee + 1 \$393.13
	All Other Plans Employee + 2 or more \$556.27
Medical Premium Subsidy (MPS) Hired or entering the unit AFTER June 28, 2014	Employee Only \$229.01
	Employee + 1 \$393.13
	Employee + 2 or more \$556.27
Dental Premium Subsidy (DPS)	\$9.46
Medical Opt-Out	Opt-Out before 7/23/05 \$154.18
	Opt-Out After 7/23/05 \$92.14
Medical Waive	Waived Before 7/23/05 \$218.85
	Waived After 7/23/05 \$92.14
Vision	Employer Paid for Employee Only Coverage
Life Insurance	ADM., MGMT: \$50,000
	SUP, TI: \$35,000
	CLK: \$20,000
Voluntary Term Life	Employee \$10,000 - \$700,000
	Spouse/Domestic Partner \$10,000 - \$250,000
	Child(ren) \$5,000 - \$20,000
Voluntary AD&D	Employee: \$10,000 - \$250,000
	Spouse/Domestic Partner: \$5,000 - \$125,000
	Child(ren): \$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	3.69 hours/pay period
Bereavement	3 days per occurrence
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 \$2,850
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 \$1,540/week