



San Bernardino County Employees'  
Retirement Association

Plan Year 2023-2024

## 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)	Employee Only	\$245.35
	Employee + 1	\$421.19
	Employee + 2 or more	\$595.97
Dental Premium Subsidy (DPS)		\$9.46
Medical Opt-Out	Opt-Out before 7/23/05	\$165.18
	Opt-Out After 7/23/05	\$98.72
Medical Waive	Waived Before 7/23/05	\$234.47
	Waived After 7/23/05	\$98.72
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/ option to cash out leave over 160 hours/year. (Maximum carryover of 480 hours, with exceptions. Unused balance in excess of cap will automatically cash out in pay period 1.)	
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	

<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 1 times the employee's contribution up to 1% of the employee's biweekly base salary.
<b>401(k)</b> Eligible to enroll at any time	Employees are permitted to participate in the 401(k) deferred compensation plan. SBCERA shall match up to one and a half percent (1.5%) of the Unrepresented General Unit 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 \$3,050
<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 \$1,620/week