

EMPLOYEE BENEFIT OVERVIEW

PROFESSIONAL
BARGAINING UNIT



HEALTH INSURANCE

A monthly benefit allowance \$1,912.00.

Your insurance coverage becomes effective on the first of the month following completion of 30 days of continuous service. Dependent children may be covered to age 26 on medical, dental, and vision plans.

MEDICAL HEALTH PLANS | Employees *must* sign up for one of the following:

1. Blue Shield - HMO
2. Blue Shield - PPO
3. Blue Shield - HDHP PPO Savings Plan
4. Kaiser - HMO
5. Kaiser HSA Qualified High Deductible - HMO

DENTAL PLANS | Employees *must* sign up for one of the following:

1. Delta Dental | without orthodontic benefits (*\$1,500 annual per person maximum*)
2. Delta Dental | without orthodontic benefits (*\$2,000 annual per person maximum*)
3. Delta Dental | with orthodontic benefits - for children only (*\$1,500 annual per person maximum*)
4. Delta Dental | with orthodontic benefits - for children only (*\$2,000 annual per-person maximum*)
5. DeltaCare (PMI) Dental

VISION PLAN | *Optional*

EyeMed (formerly Medical Eye Services)

FLEXIBLE SPENDING ACCOUNT (FSA Section 125 Program) | *Optional*

Administered by HealthEquity

The FSA is an account that employees allocate pre-tax money throughout the year. The funds can then be used to pay for certain out-of-pocket health care costs such as prescriptions, co-pays and optical.

- Medical Reimbursement Plan
- Limited Purpose Health Care FSA
- Dependent Care Plan

HEALTH SAVINGS ACCOUNT | *Optional*

Administered by HealthEquity

The HSA is a tax-free savings account that only works with the Blue Shield High Deductible Health Plan (HDHP) or Kaiser High Deductible HMO to help pay for the cost of out-of-pocket healthcare and prescription medication expenses.

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PLANNING FOR THE FUTURE

Deferred Compensation (457 Plan) | *Optional*

Administered by Empower

- South Coast AQMD matches, dollar for dollar, 100% of the employee's contribution, up to \$300 for the regular plan.

South Coast AQMD Retirement | *administered by San Bernardino County Employees' Retirement Association (SBCERA) | Career Development Interns do not participate or contribute*

- 2.5% @ 67 defined benefit plan – Applies to employees hired on or after January 1, 2013 who, at time of hire, were not members of the San Bernardino County Employees' Retirement Association (SBCERA) or another public employee retirement system through which reciprocity may be established.
- 2.0% @ 55 defined benefit plan – Applies to employees who, prior to January 1, 2013, were active members of SBCERA or another public employee retirement system through which reciprocity may be established.
- To find out more about your SBCERA defined benefit pension plan, visit <https://www.sbcera.org/members>.
- Employees pay only the Medicare portion of Social Security.

LIFE INSURANCE

Voya | Term Life Insurance

- \$10,000 basic term life insurance
- *Optional* | additional "supplemental" life insurance at 1X, 2X, or 3X your salary
- *Optional* | dependent coverage of \$2,500 at \$0.92 per month

Voya | Accidental Death & Dismemberment (*Optional*)

- \$10,000 to \$250,000 of coverage available for employee or family
 - Employee-only rate - \$.040/\$1,000; Family rate - \$.060/\$1,000

Long Term Disability Coverage | (*Optional*)

Administered by UNUM

VOLUNTARY BENEFITS PROGRAMS

- ARAG Legal Insurance
- Colonial Life (Short Term Disability, Accident Insurance, Critical Illness and Life Insurance)
- ScholarShare 529 College Savings Plan

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TIME OFF

Vacation

- 80 hours accrued first year, and available for use after one year of service
- 120 hours available years five through nine
- Annual accrual increases with continuous years of service
 - (refer to MOU for additional information)

Paid Holidays

- 13 paid holidays per year, including the two floating holidays indicated below:
 - Abraham Lincoln's Birthday | February 1
 - Admissions Day | September 1

Sick Leave

- 3.8462 hours sick leave accrued each pay period (100 hours per year)

Other Leaves

- Bereavement Leave
- Jury Duty Leave
- Military Leave
- Witness Leave

OTHER BENEFITS

- Catastrophic Leave Fund
- Direct Deposit
- Employee Assistance Program
- On-Site | ATM; Child Care Center; Cafeteria; Fitness Center; and EV Chargers
- Tuition reimbursement
 - Up to \$5,000
- Mileage reimbursement (IRS standard mileage rate for required business travel when South Coast AQMD vehicle is not available)
- Rideshare
- Additional pay for certified bilingual skills
 - \$25 per each pay period in which the skill is used