

EMPLOYEE BENEFIT OVERVIEW

— DESIGNATED DEPUTY



MEDICAL INSURANCE

A monthly benefit allowance \$2,512.00, plus an additional amount per month paid by South Coast AQMD directly to the medical insurance carrier with the unused portion paid to you in cash. Your insurance coverage becomes effective on the first date of hire. 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 - PPO Savings Plus 2250
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) HMO Dental

VISION PLAN | *Optional*

Medical Eye Services (MES)

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

Administered by HealthEquity

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 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.

PLANNING FOR THE FUTURE

Deferred Compensation (457(b) and 401(a) Plans) | *administered by Empower*

- South Coast AQMD funds three times the amount of the employee's contribution, up to \$13,050 maximum amount for the selected plan (i.e. regular, 50+, or catch-up)
- Employees can contribute up to the maximum 457(b) IRS limit of \$22,500, \$30,000, \$45,000 (based on plan)
- South Coast AQMD matching contribution will be paid to your 401(a) plan

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PLANNING FOR THE FUTURE (CONT.)

South Coast AQMD Retirement | administered by San Bernardino County Employees' Retirement Association (SBCERA)

- 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.
- Retirement Planning Tables can be viewed at <https://www.sbcera.org/planning-your-service-retirement>
- Employees pay only the Medicare portion of Social Security.

Health Reimbursement Arrangement (HRA Plan)

Upon retirement, 100% of payout for Vacation and Sick leave is deposited into the HRA, to be used, on a tax-free basis, for post-retirement health care costs.

LIFE INSURANCE

Voya | Term Life Insurance

\$5,000 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

Standard Life Insurance | Term Life/Accidental Death & Dismemberment

\$50,000 combination Life/Accidental Death & Dismemberment | provided by South Coast AQMD

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

Voya | Long Term Disability Coverage | provided by South Coast AQMD

AND

Your choice of **one** of the following South Coast AQMD provided policies:

1. Universal Life Policy

- a. \$245,000 - Universal Life with maximum of \$250 monthly premium paid by South Coast AQMD (*requires underwriting approval*); **OR**

2. Voya & Standard Life Insurance

- a. \$195,000 – Additional Voya Term Life Insurance
- b. \$50,000 – Additional Standard Life Insurance

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TIME OFF

Vacation

182 hours per year

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
- Military Leave
- Jury Duty Leave
- Witness Leave

VOLUNTARY BENEFITS PROGRAMS

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

OTHER BENEFITS

- Catastrophic Leave Fund
- Employee Assistance Program
- On-Site | Child Care Center; Fitness Center; and Cafeteria
- Professional Licenses and Memberships reimbursement up to \$300 per fiscal year; \$478 bar dues for attorneys
- Wellness Reimbursement Program up to \$300 per calendar year towards the cost of wellness initiatives.
- Tuition Reimbursement (maximum of \$3,000 per calendar year)
- Salary Continuance: AQMD shall provide a one-year salary continuance program to Designated Deputies who have more than one year of continuous service and shall apply only to non-industrial injuries or illness and shall commence only after accrued leave time has been exhausted.
See Section 119.2 of the Admin Code.

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PAYOUTS UPON RETIREMENT

Designated Deputies are entitled to lump sum payments for the following leaves upon retirement:

- **Sick Leave:** ½ of all unused sick leave accumulated up to a maximum of 720 hours. *VEBA
- **Vacation:** balance at retirement *VEBA
- **Comp Time:** balance at retirement (up to 240 hours)
- **Floating Holiday:** balance at retirement (up to 40 hours)
- **Holiday Earned:** balance at retirement (up to 140 hours)

In addition, the following sellbacks are “compensable earnings” that factor into pension. Please note these sellbacks are not pensionable for Tier 2 employees (anyone hired after 1/1/2013):

- **Sick Leave Sell Back:** 40 hours (if the employee has not used more than 20 hours of accrued Sick Leave, Z time, Family Sick Leave for the 26 pay periods in the payroll calendar year). Must submit request by February 15 of each year.
- **Holiday Earned Sell Back:** Up to a maximum of 40 hours every 26 pay periods (Once an employee has sold back any amount of holiday earned leave time, the employee may not do so again for another 26 pay periods.)
- **Vacation Sell Back:** Up to a maximum of 80 hours (if the employee has 360 hours providing the employee has taken off at least 80 hours of vacation in the prior 12 months and was hired prior to 1/1/06.)

Non Pensionable Sellback

- **Comp Time Sellback:** Up to 40 hours every 26 pay periods

Please note that employee benefits and options are subject to change.