



Human Resources
Employee Benefits and Services



2022-23 Open Enrollment

June 1, 2022 - June 24, 2022

IMPORTANT DATES

The image features a scenic landscape with a dirt path leading through a valley, overlaid with a blue gradient and the text 'IMPORTANT DATES'. The path is flanked by a rustic wooden fence made of logs. The background shows rolling hills, a winding road, and a body of water in the distance. The overall tone is serene and contemplative.

IMPORTANT DATES

JUNE							JULY							AUGUST							
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	
			Pay Day 		End PP12							End PP14			▼ Accrued Holiday	EE MGR		DTA	H		
			1	2	3	4						1	2		1	2	3	4	5	6	
		EE MGR		DTA	H			+Holiday	EE MGR		DTA	H				P	Pay Day		End PP17		
5	6	7	8	9	10	11	3	4	5	6	7	8	9	7	8	9		10	11	12	13
		P	Pay Day		End PP13				P	Pay Day		End PP15				EE MGR		DTA	H		
12	13	14	15	16	17	18	10	11	12	13	14		15	16	14	15	16	17	18	19	20
		EE MGR		DTA H					EE MGR		DTA	H				P	Pay Day		End PP18		
19	20	21	22	23	24	25	17	18	19	20	21	22	23	21	22	23		24	25	26	27
	P		Pay Day						P	Pay Day		End PP16				EE MGR					
26	27	28	✓ 29	30			24	25	26	27	28	29	30	28	29	30	31				
2nd Quarter Ends PP13 (7-13)							31														

June 1, 2022 - Open Enrollment begins

June 24, 2022 - Open Enrollment ends

July 15, 2022 - Support documentation for adding dependents or opt-out/waive due

July 30, 2022 - Benefits become effective

August 10, 2022 - Election changes reflected on paycheck

August 24, 2022 - FSA elections reflected on paycheck

OPEN ENROLLMENT EVENTS

Explore your benefit options at our in-person Benefit Expos or online OE Webinars.

- Expos will feature vendors from both County and Teamsters Local 1932 Health and Welfare Trust.
- Webinars will feature short presentations from the County, Teamsters Local 1932 Health and Welfare Trust and Health Carriers.
- **Attend a OE Webinar or Benefit Expo for a chance to win a Fitbit!**



Explore your benefit options at our in-person Benefit Expos or online webinars. Benefit Expos will feature benefit vendors from both the County and Teamsters Local 1932 Health and Welfare Trust. Learn about the many low-cost or free benefit programs for you and your family!

Attend an Expo or Webinar for a chance to win a Fitbit!

WEBINARS	WEDNESDAY	TUESDAY	WEDNESDAY	Q&A Session TUESDAY
	06/01/22 10:00am SHORTURL.AT/JKZCN	06/07/22 2:00pm SHORTURL.AT/NCZ89	06/15/22 7:00pm SHORTURL.AT/KLVXC	06/21/22 3:00pm SHORTURL.AT/FCJX8

BENEFIT EXPOS	CITY	DATE	TIME	LOCATION
	COLTON	06/03/22 FRIDAY	7:00am – 10:00am	ARMC - MOB (Citrus Hall) 400 N Pepper Ave
	VICTORVILLE	06/09/22 THURSDAY	10:00am – 1:00pm	CFS - VICTORVILLE 15020 Palmdale Road
	COLTON	06/13/22 MONDAY	1:30pm – 4:30pm	ARMC - MOB (Citrus Hall) 400 N Pepper Ave
	SAN BERNARDINO	06/15/22 WEDNESDAY	10:00am – 1:00pm	GOVERNMENT CENTER 385 N Arrowhead Ave
	ONTARIO	06/16/22 THURSDAY	10:00am – 1:00pm	TAD - ONTARIO (Airport Conference Room) 1627 E Holt Blvd



Human Resources
Employee Benefits and Services

Visit our Open Enrollment website for more information
link.sbcounty.gov/2022OE



You may attend open enrollment meetings on County paid time with supervisor's approval. For assistance, contact your department payroll specialist or Employee Benefits at ebzd@hr.sbcounty.gov | 909.387.5787



link.sbcounty.gov/2022OE

**2022-2023
CARRIERS
&
NEW RATES**

OUR CARRIERS

Blue Shield of California

Blue Shield Access + HMO

Blue Shield Signature HMO

Blue Shield PPO

Blue Shield Needles PPO



Kaiser Permanente

Kaiser Traditional HMO

Kaiser Choice HMO



KAISER PERMANENTE®

Delta Dental

DeltaCare USA DHMO

Delta Dental DPPO



EyeMed

EyeMed Vision



2022-23 BI-WEEKLY PREMIUM RATE TABLE

Rates Effective July 16, 2022

Coverage Effective July 30, 2022

Benefits Guide, Page 2:

https://www.sbcounty.gov/uploads/hr/Documents/Benefits/OpenEnrollment/2022_Employee_Benefits_Guide.pdf

OE Webpage:

https://www.sbcounty.gov/uploads/hr/Documents/Benefits/OpenEnrollment/Rate_Table.pdf

Plan	Coverage Type	2022-2023 Published Bi-Weekly Rates	2021-2022 Published Bi-Weekly Rates	Dollar Change	Percentage (%) Change
Kaiser HMO	Employee Only	\$322.30	\$322.30	\$0.00	0.00%
	Employee + 1	\$642.59	\$642.59	\$0.00	0.00%
	Employee + 2	\$908.42	\$908.42	\$0.00	0.00%
Kaiser Choice HMO	Employee Only	\$279.89	\$279.89	\$0.00	0.00%
	Employee + 1	\$557.77	\$557.77	\$0.00	0.00%
	Employee + 2	\$788.43	\$788.43	\$0.00	0.00%
Blue Shield Signature HMO	Employee Only	\$309.84	\$291.01	\$18.83	6.47%
	Employee + 1	\$617.72	\$580.03	\$37.69	6.50%
	Employee + 2	\$873.23	\$819.90	\$53.33	6.50%
Blue Shield Access+ HMO	Employee Only	\$269.17	\$252.82	\$16.35	6.47%
	Employee + 1	\$536.37	\$503.65	\$32.72	6.50%
	Employee + 2	\$758.13	\$711.83	\$46.30	6.50%
Blue Shield PPO	Employee Only	\$575.66	\$540.54	\$35.12	6.50%
	Employee + 1	\$1,171.11	\$1,099.54	\$71.57	6.51%
	Employee + 2	\$1,816.63	\$1,705.53	\$111.10	6.51%
Blue Shield Needles PPO**	Employee Only	\$649.74	\$610.07	\$39.67	6.50%
	Employee + 1	\$1,321.35	\$1,240.57	\$80.78	6.51%
	Employee + 2	\$2,046.36	\$1,921.19	\$125.17	6.52%
Blue Shield PPO Bronze Plan	Employee Only	\$166.64	\$156.56	\$10.08	6.44%
	Employee + 1	\$331.26	\$311.10	\$20.16	6.48%
	Employee + 2	\$467.89	\$439.37	\$28.52	6.49%
DeltaCare USA DHMO	Employee Only	\$9.88	\$9.88	\$0.00	0.00%
	Employee + 1	\$15.94	\$15.94	\$0.00	0.00%
	Employee + 2	\$20.77	\$20.77	\$0.00	0.00%
Delta Dental PPO	Employee Only	\$23.19	\$25.09	(\$1.90)	-7.57%
	Employee + 1	\$43.16	\$46.80	(\$3.64)	-7.78%
	Employee + 2	\$73.80	\$80.11	(\$6.31)	-7.88%

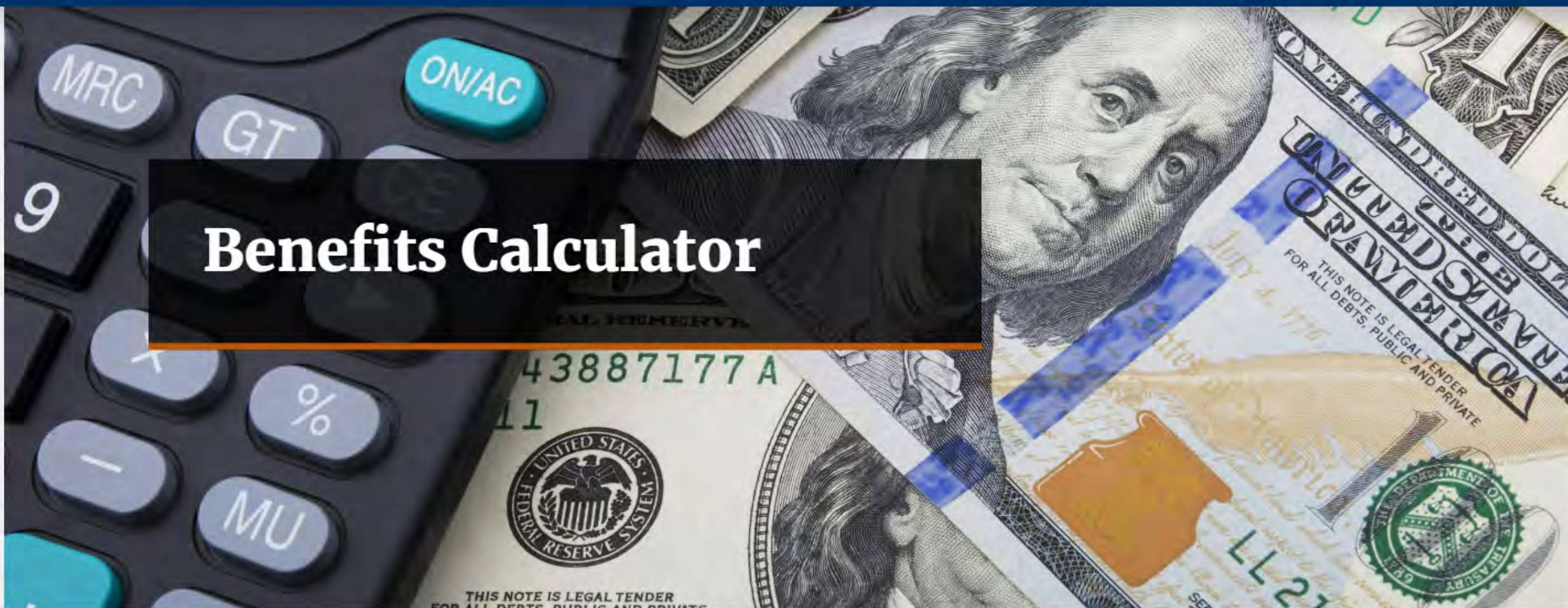
BENEFITS CALCULATOR



Human Resources

SBCounty Home Vision Visiting Living Working Services A-Z Directory E-Subscriptions [Select Language](#)

Job Seekers Services Benefits FAQs About Us Contact Us



Benefits Calculator

This calculator is best viewed on a desktop

County of San Bernardino

Benefits Calculator for Out of Pocket Cost

Human Resources Department

Benefit Option:	<input checked="" type="radio"/> Traditional Benefit Option (TBO)	<input type="radio"/> Modified Benefit Option (MBO)
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hr.sbcounty.gov/benefits-calculator/

The background features a blue-tinted image of a coffee cup on the left, a pen on the right, and a notepad in the center. The notepad has the words 'PLAN YOUR YEAR' written in a decorative, calligraphic font, with a question mark to the right. The main title 'PLAN YEAR 2022-23 HIGHLIGHTS' is overlaid in a bold, yellow, sans-serif font.

PLAN YEAR 2022-23 HIGHLIGHTS

PLAN YEAR 2022-23 HIGHLIGHTS



Open Enrollment Consultations

Book a 15-minute one-on-one consultation with Kaiser Permanente or visit Blue Shield's website to learn more about the County healthcare plans during open enrollment. Visit link.sbcounty.gov/2022OE to make your appointment today!



Flexible Spending Account (FSA)

Don't forget your first aid kit and all the other useful items you can purchase with your Flexible Spending Account (FSA).

The maximum contribution amount increase to \$2,850, and the 2022-23 rollover amount increased to \$570.



Modified Benefit Option (MBO)

Discover the additional classifications have been added to the Modified Benefit Option (MBO) visit link.sbcounty.gov/mbo for eligibility.

Probation is now eligible and will be added to our website soon.



My Health Matters!

Adventure awaits with our new San Bernardino County Wellness App and updated Road Map to Health checklist. link.sbcounty.gov/wellness.

FLEXIBLE SPENDING ACCOUNTS (FSA)

Overview

- Voluntary participation
- Convenient pre-tax payroll contributions
- Elections must be made every year
- Easy to use payment options
- Pay for qualified medical expenses

Flexible Spending Account (FSA)

Open Enrollment
June

Plan Year
July - July

Maximum Election
\$2,850

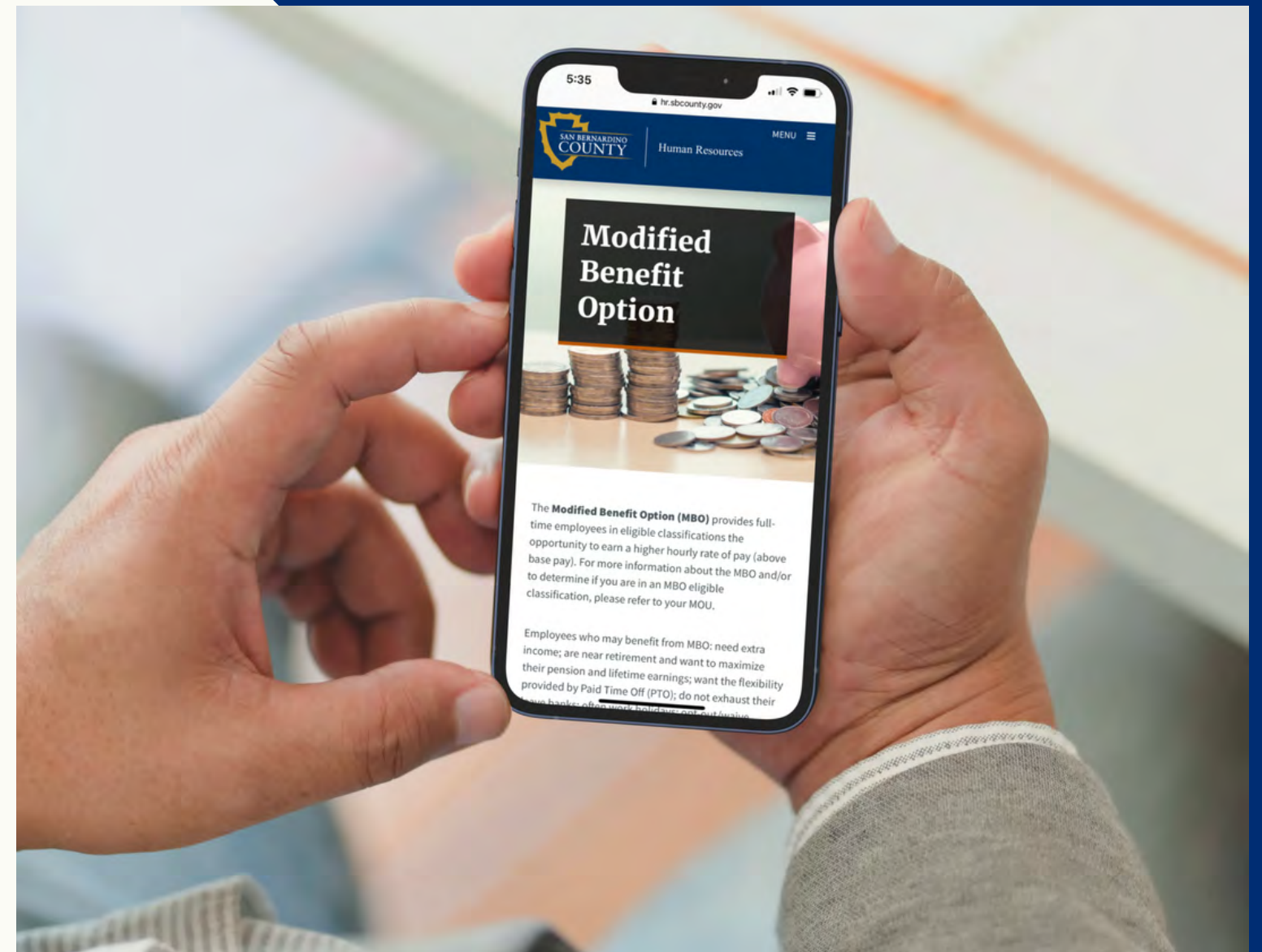
Rollover
\$570



MODIFIED BENEFIT OPTION

The **Modified Benefit Option (MBO)** provides full-time employees in eligible classifications (job/title) the opportunity to convert from a position with traditional benefits to a position with modified benefits.

- Based on classification and bargaining unit
- **Medical, Dental, Vision, FSA, and Life Insurance elections can be done through EMACS self-service**
- **Only form required by an employee during Open Enrollment is the enrollment/disenrollment form**

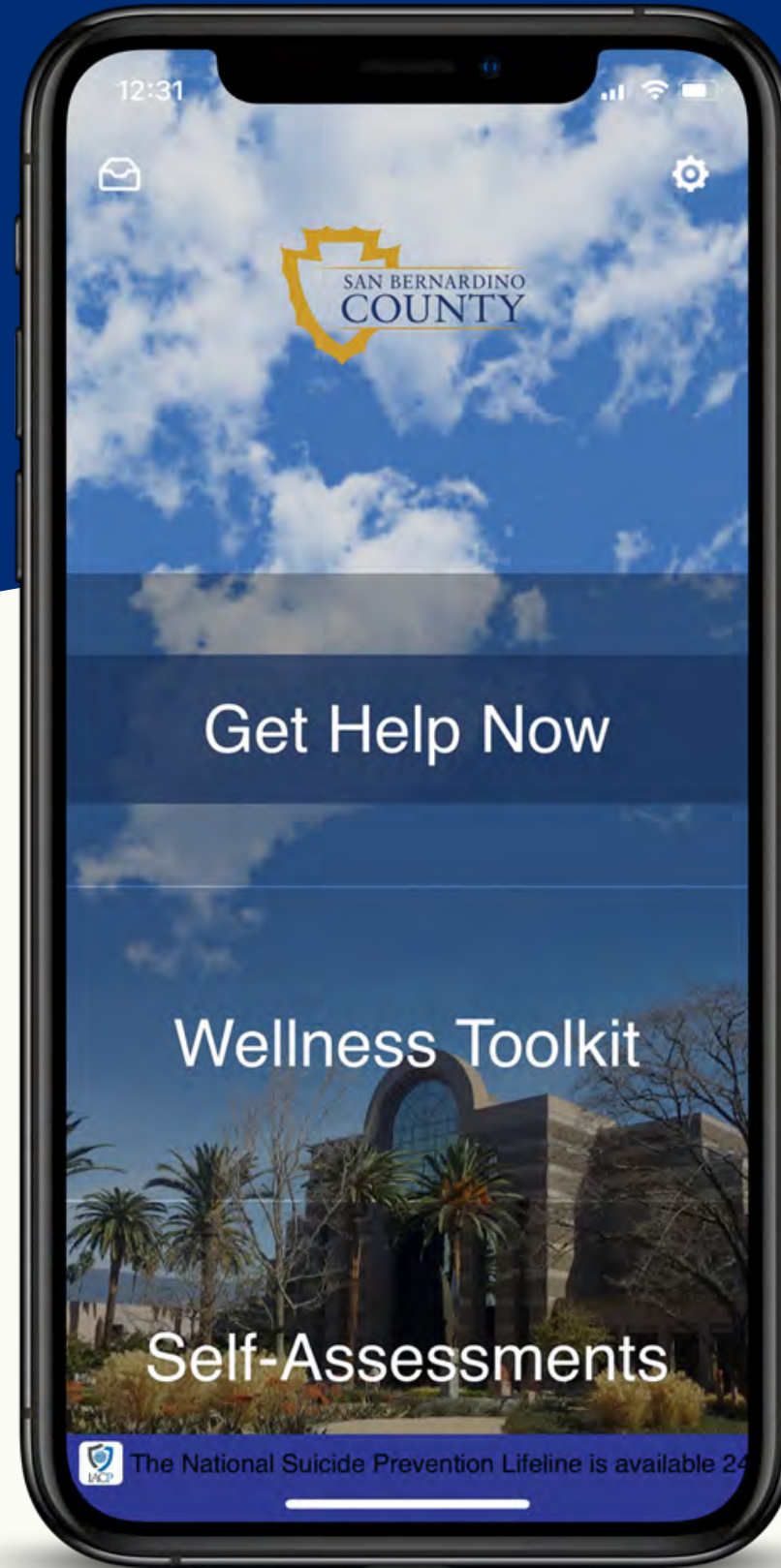


SAN BERNARDINO COUNTY WELLNESS APP

Username: COSB

Password: Wellness1

The mobile app has been developed to provide wellness resources to all County employees, retirees, and their families with 24/7 access to critical resources and wellness tools.



- **Wellness Toolkit**
- **Self-Assessments**
- **Fitness Exercises**
- **Nutrition Advice**
- **Mindfulness and Relaxation Resources**
- **Links to County Benefit Resources**
- **And More!**



link.sbcounty.gov/WellApp

Combined Giving Campaign

COMBINED GIVING

Your help is needed now more than ever!
Every donation, no matter the amount,
is vital in helping these organizations
continue to be able to provide
charitable services.





EMPLOYEE ASSISTANCE PROGRAM (EAP)

EAP TOLL-FREE (800) 234-2939

The EAP is designed to address short-term challenges and to identify resources and referrals for emergency and long-term challenges

Professionally trained advisors are available to help with family problems, marital concerns, financial and legal matters, stress, depression, and other challenges that may be affecting your personal life. Advisors are available to help 24 hours a day, 7 days a week, 365 days a year.



link.sbcounty.gov/eap

The background is a blue-tinted photograph of a desk. On the left, a magnifying glass is positioned over a piece of paper. On the right, a pen lies diagonally across another piece of paper. The paper under the pen has the word 'REVIEW?' written in a decorative, hand-drawn font. The overall scene suggests a process of examination or analysis.

HOW TO REVIEW THE BENEFITS THE COUNTY OFFERS



Interactive Benefits Guide



Benefits Guide



**BENEFITS BY
OCCUPATIONAL UNIT
(BBOU)**



Human Resources
Employee Benefits & Services

BBOU SAMPLE

Bargaining Units Listed Here

MOU Contract 2019-2023

The County pays a large portion of your healthcare premiums. To determine your out-of-pocket costs, use our online [Benefits Calculator](#).



MEDICAL PREMIUM SUBSIDY

Employee-Only	\$100.00
Employee +1	\$200.00
Employee +2 or more	\$300.00

MEDICAL OPT-OUT/WAIVE

If you have other employer-sponsored group coverage and do not enroll in the County's medical plans, you will receive an extra \$40 per pay period.



DENTAL PREMIUM SUBSIDY

\$9.46 (requires enrollment in a County medical plan)



VISION

No Cost for Employee-Only Coverage.

Benefit rates listed for full-time employees (61-80 hours) per biweekly pay period unless otherwise noted.

LEAVE PROVISIONS

Vacation	80-160 hours per year Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year
Sick	3.39 hours per pay period
Holiday	14 + 1 floating per year
Admin	80 hours/year – MGMT ONLY 40 hours/year – SUP ONLY Cash-out option
Annual	40 hours/year – SUP ONLY No Cash-out (use it or lose it)
Attorney	40 hours/year – ATTORNEYS ONLY No Cash-out (use it or lose it)
Bereavement	2 days per occurrence (3 if traveling >1,000 miles)
Perfect Attendance Leave (PAL)	Up to 16 hours PAL or annual gym membership reimbursement up to \$299

Employees are our most valuable resource.

COUNTY-PAID BENEFITS

SHORT-TERM DISABILITY

Receive 55% of pay, up to \$1,540/week for up to one year

BASIC TERM LIFE INSURANCE

\$50,000 for ADM & MGMT
\$35,000 for SUP & TI
\$20,000 for CLK & CLT

RETIREMENT

SBCERA Retirement Formulas
Reciprocity provisions may apply

Tier I	2.0% AT AGE 55 Hired PRIOR to Jan 1, 2013
Tier II	2.5% at age 67 Hired ON or AFTER Jan 1, 2013

457(b) Deferred Compensation

Auto-enrolled upon hire at 1% contribution of base salary. County will match half of your contribution up to 0.5% of your base salary after one year of continuous service.

Retirement Medical Trust (RMT)

County Contribution
(Based on continuous years of service):
10-14 years = 1.5% of biweekly base salary
15-19 years = 2.0% of biweekly base salary
20+ years = 2.5% of biweekly base salary

Sick Leave Conversion

Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 10+ years of participation with SBCERA and/or other public retirement.

MODIFIED BENEFIT OPTION (MBO)

Certain eligible job classifications have the option to elect the MBO in lieu of the traditional benefit option; refer to your [Memorandum of Understanding \(MOU\)](#) for details.

VOLUNTARY PARTICIPATION PROGRAMS

Supplemental Term Life Insurance	Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.
AD&D Insurance	Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.
FSA	Pre-tax account for qualified health care expenses up to \$2,850 annually. "Gold" level plan enrollees are eligible for a match up to \$10 per pay period.
DCAP	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
529 Savings Plan	Invest for future educational expenses with tax-free earnings. Contact Voya to enroll.
Combined Giving	link.sbcounty.gov/CombinedGiving Give back to the community via one-time or ongoing payroll deductions.
Commuter Services	link.sbcounty.gov/rideshare Help the environment, reduce traffic, save money and earn rewards with your commute.
Employee Discounts	link.sbcounty.gov/EmployeeDiscount Save big at hundreds of national and local merchants.
Wellness Program	link.sbcounty.gov/wellness Information, resources and rewards to support your healthy lifestyle.
Employee Assistance Program (EAP)	link.sbcounty.gov/eap Confidential expert support and resources available at any time, at no cost to you.



**WHAT CAN YOU
CHANGE DURING
OPEN ENROLLMENT?**

WHAT CAN YOU CHANGE DURING OE?

Health Insurance



Medical
Dental
Vision

Tax Savings Plan



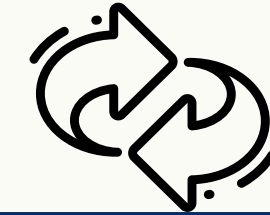
Flexible Spending
Account (FSA)

Life Insurance



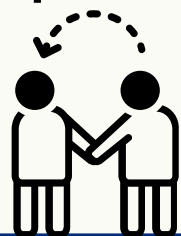
Supplemental
AD&D

Modified Benefit Option



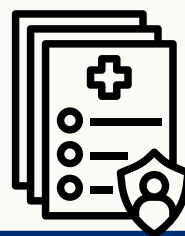
Enhanced Wage Option
Flexibility of Choice

Dependents



Add or Remove
Dependents

Opt-Out/Waive



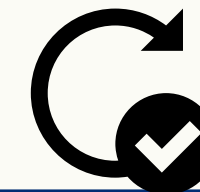
Opt-Out or Waive
Medical and/or Dental
coverage

Tax Election



Elect Before or After
Tax Deductions

Update EMACS Info



Update EMACS
contact info and
beneficiaries





SUPPORT DOCUMENTATION

DEPENDENT AND OPT-OUT/WAIVE SUPPORT DOCUMENTATION

Proof of eligibility for all newly added dependents and opt-out/waive elections must be submitted to EBSD by 5:00 pm on Friday, July 15, 2022



Newly Enrolled Dependent(s)

Marriage certificate, domestic partnership certification, birth certificate, adoption orders



Opt-Out Waive

Proof of spouse/domestic partner/parent's employer sponsored coverage that includes the effective date of coverage



Disabled Dependent (OAD)

Disabled Dependent Certification and birth certificate is required for dependents who are over the age of 26 and permanently disabled

A group of five business professionals (three men and two women) are seated around a table in a meeting room. They are dressed in business attire. The scene is overlaid with a semi-transparent blue filter. In the center, the text "STAY CONNECTED" is written in a bold, yellow, sans-serif font. The background shows a whiteboard and shelves with binders.

STAY CONNECTED

STAY CONNECTED WITH US!

ADD YOUR CONTACT INFO TO EMACS



Updating your Contact Details in EMACS to add your preferred email address and phone number will allow the County to rapidly facilitate important communications to you such as:

- Pay Warrant Information
 - Benefit Updates
 - EMACS Changes
- Payroll Specialist Communications
 - Department Updates



CONTACT US

CONTACT INFORMATION/RESOURCES



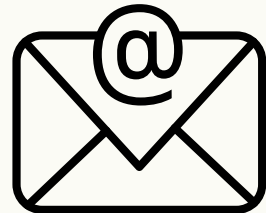
Mailing & Physical Address

175 W. Fifth Street, First Floor
San Bernardino, CA 92415



Phone Number

909-387-5787



Email Address

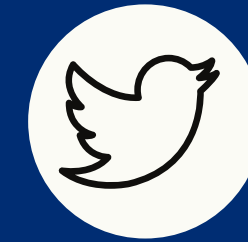
ebzd@hr.sbcounty.gov



Website

hr.sbcounty.gov/employee-benefits/

hr.sbcounty.gov/benefits-calculator/



Twitter



Facebook



Instagram