

All Personnel

AR 4154

4254

HEALTH AND WELFARE BENEFITS

4354

Employees eligible for health and welfare benefits as defined in BP 4154 shall complete the Salary Reduction/Authorization Form annually. Benefits shall not be paid to any employee until this form and any other form(s) necessitated by the employee's selections are completed.

Open enrollment period for selection of health, vision, dental, and/or life insurance is held annually during the month of September. An eligible employee wishing to participate in one of the group health, dental, vision or life insurance plans must indicate their preference on the Salary Reduction/Authorization form.

An employee wishing to deposit money into a tax shelter annuity must select a company that is approved by the County of San Bernardino. The County of San Bernardino will provide the name of a company that has been approved to their list.

Retired Employees

The ROP shall provide coverage in an ROP approved health plan, vision, and dental program to a retiring employee who was scheduled to work for Baldy View ROP 50 percent or more of a regular full-time assignment. The premium paid to the approved health, vision, or dental plan provider(s) for the retiring full-time employee and their spouse will depend on the coverage selected and may be up to but not exceed the approved health and welfare benefit program dollar amount for a regular full-time employee. The premium paid to the approved health, vision, or dental plan provider(s) for any regular part-time retiring employee who was scheduled to work 50 percent or more of a regular full-time assignment and their spouse will depend on the coverage selected and will not exceed a pro-rated dollar amount equal to their part-time assignment.

Coverage under a Baldy View ROP approved health plan, vision, and dental program will terminate the first day of the month in which the retired employee reaches his/her 65th birthday or becomes eligible for full Medicare benefits, whichever comes first.

Provide a one-year extension of additional coverage upon retirement for each 800 hours of accumulated sick leave.