



San Bernardino County 30 Year One-Time Cash Payment

The 30 Year One-Time Cash Payment benefit was established to provide eligible employees a one-time election opportunity to receive cash payments in the amount specified in the appropriate Memorandum of Understanding (MOU) or Compensation Plan for a period of up to 26 consecutive pay periods, as stated below.

REFERENCES

Applicable Memorandum of Understanding, Compensation Plan.

FORM

30 Year One-Time Cash Payment Agreement

GENERAL INFORMATION

The 30 Year One-Time Cash Payment benefit allows eligible employees with at least 25 years of service credit, including reciprocity, as defined in the applicable MOU or Compensation Plan and who either already have or thereafter attain 30 years of service credit, one opportunity to elect to receive cash payments for up to 26 consecutive pay periods.

The cash payments shall be considered taxable income for all purposes and shall be considered earnable compensation for purposes of calculating benefits or contributions for the San Bernardino County Employees' Retirement Association (SBCERA).

EMPLOYEE ELIGIBILITY

In order to be eligible for this benefit employees must:

- ◆ Be in a bargaining unit or group that provides the 30 year one-time cash payment, and
- ◆ Complete at least 25 years of service credit, including reciprocity, by the applicable date listed below, and
- ◆ Complete at least 30 years of service credit, including reciprocity, prior to submission of the 30 Year One-Time Cash Payment Agreement

| UNIT/GROUP | 25 YEARS OF SERVICE CREDIT, INCLUDING RECIPROCITY, MUST HAVE BEEN COMPLETED BY... | CASH PAYMENT AMOUNT |
|--|---|-----------------------------|
| Board Governed Exempt | June 18, 2011 | 7% of earnable compensation |
| Board Governed Non-Represented | June 18, 2011 | 7% of earnable compensation |
| Emergency Services | January 29, 2013 | 7% of earnable compensation |
| Exempt | June 18, 2011 | 7% of earnable compensation |
| General Fire Support | July 2, 2011 | 7% of earnable compensation |
| Nurses | November 6, 2012 | 7% of earnable compensation |
| Probation | October 2, 2012 | 7% of earnable compensation |
| Professional Firefighters IAFF, Local 935 | July 2, 2011 | 7% of earnable compensation |
| Safety | September 25, 2012 | \$306.00 per month |
| Safety Management and Supervisory | March 9, 2012 | \$387.00 per month |
| SBPEA Represented Units – Administrative Services, Clerical, Craft/Labor and Trades, Management, Supervisory, Supervisory Nurses, and Technical & Inspection | June 28, 2014 | 7% of earnable compensation |
| Specialized Fire Services | March 12, 2013 | 7% of earnable compensation |
| Specialized Peace Officer | January 10, 2012 | 7% of earnable compensation |
| Specialized Peace Officer Supervisory | June 14, 2011 | 7% of earnable compensation |
| Water and Sanitation | July 16, 2011 | 7% of earnable compensation |

EMPLOYEE RESPONSIBILITIES

- ◆ It is suggested that eligible employees meet with SBCERA to verify retirement eligibility
- ◆ Complete 30 Year One-Time Cash Payment Agreement
- ◆ Obtain Department Head signature as required
- ◆ Forward the 30 Year One-Time Cash Payment Agreement 15 working days prior to desired pay date to EMACS-HR - 0030

PAYROLL SPECIALIST RESPONSIBILITIES

- ◆ Ensure that the 30 Year One-Time Cash Payment Agreement form is forwarded to EMACS-HR - 0030 timely