

Attachment A - Protected Leave, Disability, and Employee Assistance Program

Rate Confirmation Letter

SHORT-TERM DISABILITY RATES AND FEES	
	2025-30 Premium Rates Effective July 26, 2025
Class 1 (180 day benefit period)	
Classes 2, 3 (52 week benefit period)	
Bi-Weekly Rate (per \$10 of weekly benefit)	\$0.365
Monthly Rate (per \$10 of weekly benefit)	\$0.790
Class 4 (90 day benefit period)	
Bi-Weekly Rate (per \$10 of weekly benefit)	\$0.249
Monthly Rate (per \$10 of weekly benefit)	\$0.540
Class 5 (30 day benefit period)	
Bi-Weekly Rate (per \$10 of weekly benefit)	\$0.129
Monthly Rate (per \$10 of weekly benefit)	\$0.280

LONG-TERM DISABILITY RATES AND FEES	
	2025-30 Premium Rates Effective July 26, 2025
Bi-Weekly Rate (per \$100 of total insured payroll)	\$0.138
Monthly Rate (per \$100 of total insured payroll)	\$0.300

PROTECTED MEDICAL LEAVE ADMINISTRATION RATES AND FEES	
	2025-30 Premium Rates* Effective July 26, 2025
Bi-Weekly Rate (per employee per bi-weekly)	\$1.610
Monthly Rate (per employee per month)	\$3.490
* Including San Bernardino County Administrative Fee \$1.04 per employee per month (\$0.48 bi-weekly)	

EMPLOYEE ASSISTANCE PROGRAM RATES AND FEES	
	2025-30 Premium Rates Effective July 26, 2025
Monthly Rate (per employee per month)	Included in STD rates
Expanded Services	
CISM Same Day Rapid Response (within 2 hours of request), one trauma responder (2-hour minimum)	\$275/hour
CISM Standard Response (within 24 hours of request) for each additional trauma responder per event (2-hour minimum)	\$275/responder

CISM Standard Response (within 24 hours of request) for each additional staff hour over those included in the rates above (i.e., 4 staff hours per event at one location)	\$275/responder
On-Site Dedicated Counseling - includes consultation, set-up, appointment, scheduling and counselor (3-hour minimum)	Monthly - \$55,000 for Department of Child & Family Services to have dedicated counselor across all agreed locations, 6 sessions per week, 8 hours per session. Hourly - \$275 for other departments (3-hour minimum)
Bank of Hours	
Total number of hours	4 hours of CISM per event are included at no additional cost. 8 hours of one-hour standard training for workplace learning seminars included at no additional cost. Additional hours available: \$275/hour

DISABILITY & ABSENCE MANAGEMENT ADDITIONAL FEES & IMPLEMENTATION CREDIT	
One-Time Implementation Credits & Fees	
Implementation Credit	\$100,000 (to be applied towards history transfer, takeover of leaves administration, consultant fees, etc.)
Implementation/start-up fees	One data feed is included. For a 2nd feed a one-time fee of \$1,500
Transfer of disability and leave history	Included (no additional cost)
Appeals	Included (no additional cost)
Independent Medical Evaluations (IMEs)	Included (no additional cost)
Custom Reporting	Included (no additional cost)
Optional Ongoing fees	
Additional fee to add other leave administration (other than FMLA, CFRA & PDL)	\$0.08 PEPM if other leaves will be added