

Benefits

Safety Management and Supervisory

Union Code	Safety Management and Supervisory			
Representation	SEBA			
Contract Date	2009-2012			
Benefit Level	Hired <u>Before</u> 12/24/1987	Hired <u>After</u> 12/24/1987		
Health and Welfare				
Benefit Plan \$ (BPD)	\$150.93	\$0		
Medical Premium Subsidy (MPS) Effective July 16, 2011				
Health Net Elect Open Access	Employee Only	\$15.37	Employee Only	\$166.30
	Employee +1	\$204.52	Employee +1	\$355.45
	Employee +2 or more	\$336.16	Employee +2 or more	\$487.09
Kaiser Permanente	Employee Only	\$40.71	Employee Only	\$191.64
	Employee +1	\$230.48	Employee +1	\$381.41
	Employee +2 or more	\$388.00	Employee +2 or more	\$538.93
Health Net PPO	Employee Only	\$40.71	Employee Only	\$191.64
	Employee +1	\$230.48	Employee +1	\$381.41
	Employee +2 or more	\$388.00	Employee +2 or more	\$538.92
Opt Out	\$150.93		\$20.00	
Vision	Employee Plus Dependents		Employee Plus Dependents	
Life Insurance - Employer Paid	Not Eligible		Not Eligible	
Voluntary Life	Eligible		Eligible	
Voluntary AD&D	Not Eligible		Not Eligible	
Leaves				
Vacation	80-160 hours/year		80-160 hours/year	
Sick	3.39 hours/pay period		3.39 hours/pay period	
Holidays	10 days + 32 hours		10 days + 32 hours	
Administrative Leave (Based on Classification)	40-80 hours/year		40-80 hours/year	

Retirement		
Retirement County Contribution	\$387.00/month	\$387.00/month
457	Eligible	Eligible
3% at 50 Retirement Formula	Eligible	Eligible
Other		
Annual Tuition Reimbursement	First-come, first-served basis not to exceed \$4,000 per employee	First-come, first-served basis not to exceed \$4,000 per employee
Annual Uniform Allowance	\$675	\$675
Qualified Transportation Plan	Pre-tax deductions of up to \$230/month for qualified transportation (commuter) expenses	Pre-tax deductions of up to \$230/month for qualified transportation (commuter) expenses
Short Term Disability	Not Eligible	Not Eligible
Long Term Disability	Eligible through SEBA	Eligible through SEBA
Dependent Care Assistance Plan	Eligible	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$25 - \$100 per pay period	\$25 - \$100 per pay period
Retirement Medical Trust Fund (County contribution is determined by number of years of County service)	Less than 1 yr 0%	Less than 1 yr 0%
	1 yr but less than 10 yrs 1.0%	1 yr but less than 10 yrs 1.0%
	10 yrs but less than 16 yrs 1.75%	10 yrs but less than 16 yrs 1.75%
	16yrs or more 3.0%	16yrs or more 3.0%

The County may give you **Benefit Plan Dollars and/or Premium Subsidies** to help off-set the cost for your medical premiums

Hired After December 24, 1987

Example #1: A Sheriff's Sergeant elects the Health Net HMO and DeltaCare USA plans with Employee Only coverage.

- \$213.61 (combined cost of premiums)
- \$166.30 (medical premium subsidy)
- \$47.31 (out-of-pocket cost)**

Example #2: A Sheriff's Sergeant elects Kaiser Permanente and Delta Dental PPO plans with Employee +2 or more coverage.

- \$747.56 (combined cost of premiums)
- \$538.93 (medical premium subsidy)
- \$208.63 (out-of-pocket cost)**

Hired Before December 24, 1987

Example #3: A Sheriff's Lieutenant elects the Kaiser Permanente and Delta Dental PPO plans with Employee +2 or more coverage.

- \$747.56 (combined cost of premiums)
- \$150.93 (Benefit Plan Dollars)
- \$388.00 (medical premium subsidy)
- \$208.63 (out-of-pocket cost)**