

Benefits

PSD Contract Employees 12 Month Contract

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	PSD Contract Employees	
Representation	None	
Contract Date	June 28, 2014	
Health and Welfare		
Length of Contract	12 Months	
Medical Premium Subsidy (MPS)	\$166.89	
Opt-Out/Waive	Before 7/9/05 - \$85	After 7/9/05 - \$40
Medical/Dental Insurance	Eligible to enroll	
Vision	Employer Paid for Employee Only Coverage	
Life Insurance Employer Paid	\$25,000	
Leave Provisions		
Vacation	80-160 hours/year	
Sick	3.39 hours	
Bereavement	2 days/per occurrence (3 days if traveling > 1000 miles)	
Holiday	13 days/year	
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299 -OR- Annual 16 hours of Perfect Attendance Leave	
Retirement – County Contribution		
<u>Tier 1</u> (Hired prior to 1/1/2013, reciprocity provision may apply)	2.0% at age 55	
<u>Tier 2</u> (Hired on or after 1/1/2013, reciprocity provision may apply)	2.5% at age 67	

Retirement - Other	
457(b)	Eligible to enroll at any time
Retirement Medical Trust Fund	<u>Sick Leave Conversion</u> Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 10 or more years of participation with SBCERA and/or other public retirement system(s).
Other	
Annual Tuition Reimbursement	Based on contract provisions
Short Term Disability Insurance	55% up to \$1,129/week

The County provides a *Premium Subsidy* biweekly to help off-set the cost of your medical premium.

Example #1: A PSD Contract Employee elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$235.54 (combined cost of premiums)
- \$166.89 (medical premium subsidy)
- \$ 68.65 (biweekly out-of-pocket cost)**

Example #2: A PSD Contract Employee elects Kaiser Permanente HMO and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$848.47 (combined cost of premiums)
- \$166.89 (medical premium subsidy)
- \$681.58 (biweekly out-of-pocket cost)**

Example #3: A PSD Contract Employee elects the Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee + 2 or more coverage.

- \$655.51 (combined cost of premiums)
- \$166.89 (medical premium subsidy)
- \$488.62 (biweekly out-of-pocket cost)**