

Benefits

Special Districts/County Fire Non-Represented

Union Code	NRP
Representation	NONE
Contract Date	2011 *
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Medical Premium Subsidy (MPS)	Employee Only – Blue Shield \$166.89 Employee Only – Kaiser \$187.79 Employee + 1 \$345.66 Employee + 2 \$473.70
Dental Premium Subsidy (DPS)	Employee Only = up to \$19.72 Employee + 1 or Employee + 2 = up to \$9.46
Medical Opt-Out/Waive	Opt-Out before 7/9/05 \$133.85 Waive before 7/9/05 \$190.00 Opt-out/Waive after 7/9/05 \$40.00
Vision	Employee only
Life Insurance-Employer Paid	\$25,000 General \$35,000 Supervisory
Voluntary Term Life	\$10K-\$700K
Voluntary AD&D	\$10K to \$250K
Leave Provisions	
Vacation	80-160 hours/year
Sick	3.69 hours/pay period
Holiday	13 + 1 floating
Bereavement	2 Days (3 days if traveling more than 1,000 miles)
Annual/Administrative Supervisory Only	40 Hours Administrative (Use-it or lose-it. One opportunity during employment to exercise cash-out) 40 Hours Annual, w/no cash-out option
Perfect Attendance	Annual Gym Membership or 16 hours of Perfect Attendance Leave
Retirement – Employer Contribution	
Tier I (Hired prior to 1/1/2013, reciprocity provision may apply) 2% at age 55	No Employer Contribution
Tier II (Hired on or after 1/1/2013) 2.5% at age 67	No Employer Contribution
Retirement - Other	
457(b)	<i>Effective 7/14/2013</i> After one year of continuous service in a regular position, employees are eligible for a biweekly match from employer. Match = ½ times the employee's contribution up to ½% of the employee's biweekly base salary.

Retirement Medical Trust Fund	After 10 years of Regular continuous service, eligible to convert sick leave to Cash Formula Value. <u>Employer Contribution based on years of service:</u> 10-14 years = 1% of biweekly base salary 15-19 years = 1.25% of biweekly base salary 20+ years = 1.5% of biweekly base salary.
Other	
Annual Tuition Reimbursement	First come first serve basis not to exceed \$1,650 per employee
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$75/pay period, Employee Contribution
Qualified Transportation Plan	Pre-tax-deductions of up to \$245/month for qualified transportation (commuter) expenses
State Disability	Employee Paid

Special Districts/County Fire provides *Premium Subsidies* to help off-set the cost of your medical and dental premiums.

Example #1: An Administrative Secretary elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$227.60 (combined cost of premiums)
- \$166.89 (medical premium subsidy)
- \$ 9.04 (dental premium subsidy)
- \$ 51.67 (out-of-pocket cost)**

Example #2: A Programmer Analyst elects Blue Shield Signature HMO and Cigna Dental PPO plans with Employee + 1 coverage.

- \$480.79 (combined cost of premiums)
- \$345.66 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$125.67 (out-of-pocket cost)**

Example #3: An Automated Systems Analyst elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$825.64 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$342.48 (out-of-pocket cost)**

**August 2013 for the 2013-14 Plan Year*