

Benefits

Probation

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	PRB Probation Officer I Job Code 16280 Probation Officer II Job Code 16281 Probation Officer III Job Code 16282
Representation	SBCPOA
Contract Date	2012-2014
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Medical Premium Subsidy (MPS)	Employee Only \$161.75 Employee + 1 \$345.66 Employee + 2 \$473.70
Medical Opt-Out	New \$25.00 (as of 6/25/05) Continuing - \$85
Medical Waive	\$125.00
Vision	Employee Only (coverage paid for by the County) Option to purchase dependent coverage
Life Insurance - Employer Paid	\$50,000
Voluntary Life	\$10K - \$700K
Voluntary AD&D	\$10K - \$250K
Leave Provisions	
Vacation	80-160 hours/year
Sick	3.39 hours
Holiday	13 + 1 floating/year
Perfect Attendance	Annual Gym Membership –OR– Annual 16 hours of Perfect Attendance Leave
Retirement	
Tier 1 (Hired prior to 1/1/2013, reciprocity provision may apply)	2.0% at age 55
Tier 2 (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	After 10 years of Regular continuous service, eligible to convert sick leave to Cash Formula Value <u>County Contribution, based on years of service:</u> 1- 4 years = 0.5% of biweekly base salary 5+ years = 1.0% of biweekly base salary
Other	
Annual Tuition Reimbursement	First-come, first-served basis not to exceed \$3,000 per employee
Dependent Care Assistance Plan	Eligible
Long Term Disability	Covered under SBCPOA policy
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$96.15, Employee Contribution
Qualified Transportation Plan	Pre-tax deductions of up to \$245/month for qualified transportation (commuter) expenses
Short Term Disability - General	55% up to \$1,075/week (eff. 1/11/14)

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

Example #1: A Probation Officer elects Blue Shield HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$227.60 (combined cost of premiums)
- \$161.75 (medical premium subsidy)
- \$ 65.85 (biweekly out-of-pocket cost)**

Example #2: A Probation Officer 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)
- \$351.94 (biweekly out-of-pocket cost)**

Example #3: A Probation Officer elects Blue Shield HMO and Cigna Dental Care HMO plans with Employee + 2 or more coverage.

- \$633.72 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
- \$160.02 (biweekly out-of-pocket cost)**