

# Benefits

## Safety Management and Supervisory

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Union Code</b>	Safety Management and Supervisory	
<b>Representation</b>	SEBA	
<b>Contract Date</b>	2011-2015	
<b>Health and Welfare</b>		
<b>Blue Shield Signature HMO Medical Premium Subsidy (MPS)</b>	Employee Only - \$166.30 Employee + 1 - \$355.45 Employee + 2 or more - \$487.09	
<b>Kaiser Permanente &amp; Blue Shield PPO Medical Premium Subsidy (MPS)</b>	Employee Only - \$191.64 Employee + 1 - \$381.41 Employee + 2 or more - \$538.93	
<b>Medical Opt-Out or Waive</b>	\$150.93 (full time, hired before 12/24/87)	\$20.00 (full time, hired after 12/24/87)
<b>Vision</b>	Employer Paid for Employee & Dependents	
<b>Life Insurance - Employer Paid</b>	Not Eligible	
<b>Voluntary Life</b>	\$10K - \$700K	
<b>Voluntary AD&amp;D</b>	Not Eligible	
<b>Leave Provisions</b>		
<b>Vacation</b>	80-160 hours/year	
<b>Sick</b>	3.39 hours	
<b>Holidays</b>	10 days + 32 hours/year	
<b>Administrative Leave (Based on Classification)</b>	40-80 hours/year	
<b>Retirement</b>		
<b><u>Tier 1</u></b> (Hired prior to 1/1/2013, reciprocity provision may apply)	<b>3.0% at age 50</b>	
<b><u>Tier 2</u></b> (Hired on or after 1/1/2013, reciprocity provision may apply)	<b>2.7% at age 57</b>	

<b>Retirement – Other</b>	
<b>457(b)</b>	Eligible to enroll at any time
<b>Retirement Medical Trust Fund</b>	After 10 years of Regular continuous service, eligible to convert sick leave to Cash Formula Value County Contribution, based on years of service: After 1 year = 1% of biweekly base salary 10-15 years = 1.75% of biweekly base salary 16+ years = 3% of biweekly base salary
<b>Other</b>	
<b>Annual Tuition Reimbursement</b>	First-come, first-served basis not to exceed \$4,000 per employee
<b>Annual Uniform Allowance</b>	\$675
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Long Term Disability</b>	Covered under SEBA policy
<b>Medical Expense Reimbursement Plan (Flexible Spending Account)</b>	\$25 - \$96.15, Employee Contribution
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$245/month for qualified transportation (commuter) expenses
<b>Short Term Disability</b>	Not Eligible

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

**Example #1:** A Sheriff's Sergeant elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

$$\begin{array}{r}
 \$227.60 \text{ (combined cost of premiums)} \\
 - \quad \underline{\$166.30} \text{ (medical premium subsidy)} \\
 \hline
 \mathbf{\$61.30 \text{ (biweekly out-of-pocket cost)}}
 \end{array}$$

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

$$\begin{array}{r}
 \$825.64 \text{ (combined cost of premiums)} \\
 - \quad \underline{\$538.93} \text{ (medical premium subsidy)} \\
 \hline
 \mathbf{\$286.71 \text{ (biweekly out-of-pocket cost)}}
 \end{array}$$