

Benefits

General

ADM, CLK, CLT, MGMT, SUP, TI

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

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| Union Code | ADM, CLK, CLT, MGMT, SUP, TI |
| Representation | SBPEA |
| Contract Date | 2014-2017 |
| Health and Welfare | |
| Benefit Level | Full Time (61 - 80 hours) |
| Medical Premium Subsidy (MPS) Hired or entering the unit BEFORE June 28, 2014 | Blue Shield Signature HMO Employee Only \$194.90 |
| | Blue Shield PPO Employee Only \$230.25 |
| | Kaiser Permanente HMO Employee Only \$230.25 |
| | Employee + 1 (All Plans) \$324.83 |
| | Employee + 2 (All Plans) \$459.64 |
| Medical Premium Subsidy (MPS) Hired or entering the unit AFTER June 28, 2014 | Employee Only \$194.90 |
| | Employee + 1 \$324.83 |
| | Employee + 2 \$459.64 |
| Dental Premium Subsidy (DPS) | Up to \$9.46 |
| Medical Opt-Out | Opt-Out Before 7/23/05 \$133.85 |
| | Opt-Out After 7/23/05 \$40.00 |
| Medical Waive | Waived Before 7/23/05 \$190.00 |
| | Waived After 7/23/05 \$40.00 |
| Vision | Employee Only |
| Life Insurance- Employer Paid | ADM, MGMT: \$50,000; SUP, TI: \$35,000 CLK, CLT: \$20,000 |
| Voluntary Life | \$10k - \$700K |
| Voluntary AD&D | \$10K - \$250K |
| Leave Provisions | |
| Vacation | 80-160 hours/year, w/cash-out option up to 60 hours/year if 80 hours of vacation used in previous year |
| Sick | 3.39 hours |
| Bereavement | 2 Days (3 days if traveling more than 1,000 miles)/per occurrence |
| Holiday | 13 + 1 floating/year |
| Annual/Administrative | MGMT only – 80 hours Administrative/year, w/cash-out option |
| | SUP only – 40 hours Administrative/year, w/cash-out option, and 40 hours Annual/year, w/no cash-out option |
| Perfect Attendance | Annual Gym Membership Reimbursement up to \$299 -OR- Annual 16 hours Perfect Attendance Leave |
| Retirement | |
| Tier 1 (Hired prior to 1/1/2013, reciprocity provision may apply) | 2.0% at age 55 No County Contribution |
| Tier 2 (Hired on or after 1/1/2013, reciprocity provision may apply) | 2.5% at age 67 No County Contribution |
| Retirement - Other | |
| 457(b) Eligible to enroll at any time | After one year of continuous service in a regular position, employees are eligible for a biweekly match from the County. Match = ½ times the employee's contribution up |

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| | 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 based on Cash Formula Value in the MOU <u>County Contribution, based on years of service:</u> 10-14 years = 1% of bi-weekly base salary 15-19 years = 1.25% of bi-weekly base salary 20+ years = 1.5% of bi-weekly base salary |
| Other | |
| Annual Tuition Reimbursement | Funds/Amounts depend on bargaining unit |
| Dependent Care Assistance Plan | Eligible |
| Medical Expense Reimbursement Plan (Flexible Spending Account) | \$5 - \$96.15, Employee Contribution |
| Qualified Transportation Plan | Pre-tax deductions of up to \$130/month for qualified transportation (commuter) expenses |
| Short Term Disability - General | 55% up to \$1,075/week |

The County provides Premium Subsidies biweekly to help off-set the cost of your medical and dental premiums.

Hired After June 28, 2014

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

- \$228.19 (combined cost of premiums)
- \$194.90 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 23.83 (biweekly out-of-pocket cost)**

Example #2: An Internal Auditor II elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$858.29 (combined cost of premiums)
- \$459.64 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$389.19 (biweekly out-of-pocket cost)**

Hired Before June 28, 2014

Example #3: A Planner III elects Kaiser Permanente and Cigna Dental PPO plans with Employee only coverage.

- \$293.54 (combined cost of premiums)
- \$230.25 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$53.83 (biweekly out-of-pocket cost)**