

Benefits

PSD Contract Employees- 9 Month Contract

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

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| Union Code | PSD Contract Employees |
| Representation | None |
| Contract Date | November 17, 2012 |
| Health and Welfare | |
| Length of Contract | 9.25 Months |
| Medical Premium Subsidy (MPS) | \$166.89 |
| Opt-Out/Waive | New - \$40 OR Continuing - \$85 |
| Medical/Dental Insurance | Eligible to enroll |
| Vision | Employee Only |
| Life Insurance-Employer Paid | \$25,000 |
| Leave Provisions | |
| Personal Time Off (PTO) | 32 hours/year (eff PP15) |
| Sick | 1.695 hours (4 days/yr) |
| Bereavement | 2 days (3 days if traveling over 1000 miles)/per occurrence |
| Holiday | 8 days/year |
| Perfect Attendance | Annual 8 hours of Perfect Attendance Leave |
| Retirement – County Contribution | |
| 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 SBCERA participation, eligible to convert sick leave to Cash Formula Value |
| Other | |
| Annual Tuition Reimbursement | First come, first-served basis not to exceed \$400 per employee |
| Short Term Disability Insurance | 55% up to \$1,075/week (eff. 1/11/14) |

If you enroll in a medical and/or dental plan, the full plan year premiums are divided evenly over the 9 months that you work to avoid collection of premiums during an “off-track” break. The payment schedule below will help you determine your medical and/or dental costs per pay period.

| Plan | 2014-15 Bi-Weekly Rates | Additional Premium Owed per PP | Total Premium Owed per PP | MPS | You Owe |
|-------------------------|-------------------------|--------------------------------|---------------------------|----------|------------|
| Kaiser HMO | | | | | |
| Employee Only | \$269.04 | \$99.12 | \$368.16 | \$166.89 | \$201.27 |
| Employee + 1 | \$551.91 | \$203.34 | \$755.25 | \$166.89 | \$588.36 |
| Employee + 2 | \$780.14 | \$287.42 | \$1,067.56 | \$166.89 | \$900.67 |
| Blue Shield HMO | | | | | |
| Employee Only | \$218.56 | \$80.52 | \$299.08 | \$166.89 | \$132.19 |
| Employee + 1 | \$435.12 | \$160.31 | \$595.43 | \$166.89 | \$428.54 |
| Employee + 2 | \$614.86 | \$226.53 | \$841.39 | \$166.89 | \$674.50 |
| Blue Shield PPO | | | | | |
| Employee Only | \$398.43 | \$146.79 | \$545.22 | \$166.89 | \$378.33 |
| Employee + 1 | \$809.91 | \$298.39 | \$1,108.30 | \$166.89 | \$941.41 |
| Employee + 2 | \$1,255.97 | \$462.73 | \$1,718.70 | \$166.89 | \$1,551.81 |
| Cigna Dental HMO | | | | | |
| Employee Only | \$9.63 | \$3.55 | \$13.18 | \$0 | \$13.18 |
| Employee + 1 | \$15.51 | \$5.71 | \$21.22 | \$0 | \$21.22 |
| Employee + 2 | \$20.21 | \$7.45 | \$27.66 | \$0 | \$27.66 |
| Cigna Dental PPO | | | | | |
| Employee Only | \$24.50 | \$9.03 | \$33.53 | \$0 | \$33.53 |
| Employee + 1 | \$45.67 | \$16.83 | \$62.50 | \$0 | \$62.50 |
| Employee + 2 | \$78.15 | \$28.79 | \$106.94 | \$0 | \$106.94 |

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

\$312.26 (combined cost of premiums + additional premium per pay period)

- \$166.89 (medical premium subsidy)

\$145.37 (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.

\$1,174.50 (combined cost of premiums + additional premium per pay period)

- \$ 166.89 (medical premium subsidy)

\$1,007.61 (biweekly out-of-pocket cost)

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

\$869.05 (combined cost of premiums)

- \$166.89 (medical premium subsidy)

\$702.16 (biweekly out-of-pocket cost)