

# Benefits

## Probation

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Union Code</b>	<b>PRB</b> Probation Officer I Job Code 16280 Probation Officer II Job Code 16281 Probation Officer III Job Code 16282
<b>Representation</b>	SBCPOA
<b>Contract Date</b>	2012-2014
<b>Health and Welfare</b>	
<b>Benefit Level</b>	Full Time (61 - 80 hours)
<b>Medical Premium Subsidy (MPS)</b>	Employee Only \$161.75 Employee + 1 \$345.66 Employee + 2 \$473.70
<b>Medical Opt-Out</b>	New \$25.00 (as of 6/25/05) Continuing - \$85
<b>Medical Waive</b>	\$125.00
<b>Vision</b>	Employee Only (coverage paid for by the County) Option to purchase dependent coverage
<b>Life Insurance - Employer Paid</b>	\$50,000
<b>Voluntary Life</b>	\$10K - \$700K
<b>Voluntary AD&amp;D</b>	\$10K - \$250K
<b>Leave Provisions</b>	
<b>Vacation</b>	80-160 hours/year
<b>Sick</b>	3.39 hours
<b>Holiday</b>	13 + 1 floating/year
<b>Perfect Attendance</b>	Annual Gym Membership –OR– Annual 16 hours of Perfect Attendance Leave
<b>Retirement</b>	
<b>Tier 1</b> (Hired prior to 1/1/2013, reciprocity provision may apply)	<b>2.0% at age 55</b>
<b>Tier 2</b> (Hired on or after 1/1/2013, reciprocity provision may apply)	<b>2.5% at age 67</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 <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
<b>Other</b>	
<b>Annual Tuition Reimbursement</b>	First-come, first-served basis not to exceed \$3,000 per employee
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Long Term Disability</b>	Covered under SBCPOA policy
<b>Medical Expense Reimbursement Plan (Flexible Spending Account)</b>	\$130 - \$2,500/year, Employee Contribution
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$130/month for qualified transportation (commuter) expenses
<b>Short Term Disability - General</b>	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.

- \$228.19 (combined cost of premiums)
- \$161.75 (medical premium subsidy)
- \$ 66.44 (biweekly out-of-pocket cost)**

**Example #2:** A Probation Officer elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$858.29 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
- \$384.59 (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.

- \$635.07 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
- \$161.37 (biweekly out-of-pocket cost)**