

# Benefits

# Professional PRF

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Union Code</b>	PRF
<b>Representation</b>	SBPEA
<b>Contract Date</b>	N/A
<b>Health and Welfare</b>	
<b>Benefit Level</b>	Full Time (61 - 80 hours)
<b>Medical Premium Subsidy (MPS) Hired BEFORE July 12, 2014</b>	<b>Effective July 12, 2014</b>
	Blue Shield Signature HMO Employee Only \$194.90
	Kaiser Permanente Employee Only \$230.25
	Blue Shield PPO Employee Only \$230.25
	Employee + 1 (All Plans) \$324.83
Employee + 2 (All Plans) \$459.64	
<b>Medical Premium Subsidy (MPS) Hired AFTER July 12, 2014</b>	<b>Effective July 12, 2014</b>
	Employee Only \$194.90
	Employee + 1 \$324.83
<b>Dental Premium Subsidy (DPS)</b>	<b>Effective July 12, 2014</b>
	Up to \$9.46
<b>Medical Opt-Out</b>	Opt-Out Before 7/23/05 \$133.85
	Opt-Out After 7/23/05 \$40.00
<b>Medical Waive</b>	Waived Before 7/23/05 \$190.00
	Waived After 7/23/05 \$40.00
<b>Vision</b>	Employee Only
<b>Life Insurance - Employer Paid</b>	\$25,000
<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>Bereavement</b>	2 Days (3 days if traveling more than 1,000 miles)/per occurrence
<b>Holiday</b>	13 + 1 floating/year
<b>Perfect Attendance</b>	Annual Gym Membership Reimbursement -OR- Annual 16 hours 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>
	7% County Pick Up/Contribution immediately if hired before July 15, 2008, with a 7% salary reduction; <b>OR</b> 7% County Pick Up/Contribution after 5 years of continuous Regular County Service with a 7% salary reduction.
<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) Eligible to enroll at any time</b>	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 to ½% of the employee's biweekly base salary.

<b>Retirement Medical Trust Fund (RMT)</b>	After 10 years of participation in SBCERA, eligible to convert sick leave to RMT based on conversion formula  After 10 years of continuous County service in a regular position, eligible for County Contribution: 10-14 years = 1% of biweekly base salary 15-19 years = 1.25% of biweekly base salary 20+ years = 1.5% of biweekly base salary
<b>Other</b>	
<b>Annual Tuition Reimbursement</b>	Individual departmental fund in the amount of four hundred dollars (\$400.00) each fiscal year, for each employee in a regular position
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Medical Expense Reimbursement Plan (Flexible Spending Account)</b>	\$5 - \$96.15, 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

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

#### Hired Before July 12, 2014

**Example #1:** A Cytotechnologist 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:** A Senior Curator 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 After July 12, 2014

**Example #3:** An Investment Analyst elects Blue Shield PPO and Cigna Dental PPO plans with Employee + 1 or more coverage.

- \$855.58 (combined cost of premiums)
- \$324.83 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$521.29 (biweekly out-of-pocket cost)**