

Benefits

Specialized Peace Officer Supervisory

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	SPS
Representation	Safety Employees' Benefit Association SEBA
Contract Date	2011-2013
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Medical Premium Subsidy(MPS)	Employee Only \$161.75 Employee + 1 \$345.66 Employee + 2 \$473.70
Medical Opt-Out	\$25.00
Medical Waive	\$40.00
Vision	Employee Only coverage paid for by the County Option to purchase dependent coverage
Life Insurance - Employer Paid	\$50,000
Voluntary Life	\$10K - \$700K
Voluntary AD&D	\$10K - \$250K *Supervising Deputy Coroner Investigator, Employer Paid—\$60K
Leave Provisions	
Vacation	80-160 hours/year
Sick	3.39 hours
Administrative Leave*	40 hours/year *Supervising Deputy Coroner Investigator II – 80 hours/year (One-time cash-out option)
Annual Leave*	40 hours (no cash-out) *Supervising Coroner Investigator II – None
Holiday	13 + 1 floating/year
Perfect Attendance	Annual Gym Membership –OR– Annual 16 hours of Perfect Attendance Leave

Retirement	
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	Supervising Deputy Coroner Investigator I/II and Supervising Fraud Investigator I/II <u>County Contribution, based on years of service:</u> 5+ years = .5 for 1 Match up to 1% of Salary
Retirement Medical Trust Fund	After 10 years of Regular continuous service, required to convert sick leave to Cash Formula Value <u>County Contribution, based on years of service:</u> After 1 year = 0.5% of biweekly base salary 5+ years = 1.5% of biweekly base salary
Other	
Annual Tuition Reimbursement	First-come, first-served basis not to exceed \$3,000 per employee
Dependent Care Assistance Plan	Eligible
Long Term Disability	Covered under SEBA policy
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 (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 Corrections Supervisor I elects Blue Shield Signature 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 Corrections Supervisor I 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 Corrections Supervisor I elects Blue Shield HMO and Cigna Dental 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)**