

Benefits

Safety Management and Supervisory

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	Safety Management and Supervisory	
Representation	Safety Employee Benefit Association	
Contract Date	2011-2015	
Health and Welfare		
Medical Premium Subsidy (MPS) Blue Shield Signature HMO	Employee Only	\$166.30
	Employee + 1	\$355.45
	Employee + 2	\$487.09
Medical Premium Subsidy (MPS) Kaiser Permanente HMO & Blue Shield PPO	Employee Only	\$191.64
	Employee + 1	\$381.41
	Employee + 2	\$538.93
Medical Opt-Out or Waive	\$150.93 (full time, hired before 12/24/87)	\$20.00 (full time, hired after 12/24/87)
Vision	Employer Paid for Employee & Dependent Coverage	
Life Insurance - Employer Paid	Not Eligible	
Voluntary Term Life	\$10,000 - \$700,000	
Voluntary AD&D	Not Eligible	
Leave Provisions		
Vacation	80-160 hours/year	
Sick	3.39 hours	
Holidays	10 days + 32 floating hours/year	
Administrative (Based on Classification)	40-80 hours/year	
Retirement		
<u>Tier 1</u> (Hired prior to 1/1/2013, reciprocity provision may apply)	3.0% at age 50	
<u>Tier 2</u> (Hired on or after 1/1/2013, reciprocity provision may apply)	2.7% at age 57	

Retirement – Other	
457(b)	Eligible to enroll at any time
Retirement Medical Trust Fund	<p style="text-align: center;"><u>Sick Leave Conversion</u> Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 10 or more years of participation with SBCERA and/or other public retirement system(s).</p> <p style="text-align: center;"><u>County Contribution, based on years of completed regular County service:</u> After 1 year = 1.00% of biweekly base salary 10-15 years = 1.75% of biweekly base salary 16+ years = 3.00% of biweekly base salary</p>
Other	
Annual Tuition Reimbursement	First-come, first-served basis not to exceed \$4,000/year
Annual Uniform Allowance	\$675/year
Dependent Care Assistance Plan	Eligible
Long Term Disability	Administered by SEBA
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$25 - \$98.07, Employee Contribution
Qualified Transportation Plan	Pre-tax deductions of up to \$130/month for qualified transportation (commuter) expenses
Short Term Disability	Not Eligible

The County provides a *Medical Premium Subsidy* biweekly to help off-set the cost of your medical premium.

Example #1: A Sheriff's Sergeant elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

\$235.54 (combined cost of premiums)
- \$166.30 (medical premium subsidy)
\$69.24 (biweekly out-of-pocket cost)

Example #2: A Sheriff's Sergeant elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

\$846.46 (combined cost of premiums)
- \$538.93 (medical premium subsidy)
\$307.53 (biweekly out-of-pocket cost)