

Benefits

Water and Sanitation

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	WAS	
Representation	International Brotherhood of Electrical Workers	
Contract Date	2015-2017	
Health and Welfare		
Benefit Level	Full Time (61 - 80 hours)	
Medical Premium Subsidy (MPS)	Employee Only	\$176.16
	Employee + 1	\$376.59
	Employee + 2	\$516.08
Dental Premium Subsidy (DPS)	Up to \$9.46	
Medical Opt-Out	Before 7/9/05	\$85.00
	After 7/9/05	\$40.00
Medical Waive	Before 7/9/05	\$125.00
	After 7/9/05	\$40.00
Vision	Employer Paid for Employee & Dependent Coverage	
Life Insurance Employer Paid	\$35,000	
Voluntary Term Life	\$10,000 - \$700,000	
Voluntary AD&D	\$10,000 - \$250,000	
Leave Provisions		
Vacation	80-160 hours/year	
Sick	3.69 hours/pay period	
Bereavement	2 days per occurrence (3 if traveling > 1,000 miles)	
Holiday	13 + 1 floating/year	
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299 -OR- 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	

Retirement Medical Trust Fund	<p 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 align="center"><u>District contribution, based on years of service:</u> 1-4 years = .5% of biweekly base salary 5+ years = 1% of biweekly base salary</p>
Other	
Annual Tuition, Training and Membership Dues	First-come, first-served basis not to exceed \$1,500/fiscal year
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$98.07/pay period, Employee Contribution
Qualified Transportation Plan	Pre-tax-deductions of up to \$130/month for qualified transportation (commuter) expenses
State Disability Insurance	<u>Clerical Employees Only:</u> premium paid by Employer Non Clerical Employees: Employee Paid
Uniforms/Footwear	\$200/fiscal year for footwear

Special Districts provides *Premium Subsidies* to help off-set the cost of your medical and dental premiums.

Example #1: A Customer Service Representative elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$235.54 (combined cost of premiums)
- \$176.16 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 49.92 (out-of-pocket cost)**

Example #2: A Maintenance Worker II elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$848.47 (combined cost of premiums)
- \$516.08 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$322.93 (out-of-pocket cost)**