



Exempt – Non Elected

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	Non-Represented			
Contract Date	January 12, 2016			
Health and Welfare				
Benefit Level	Full Time (61 – 80 hours)			
Medical Premium Subsidy (MPS)	Employee Only		\$230.00	
	Employee + 1		\$352.23	
	Employee + 2		\$482.64	
Dental Premium Subsidy (DPS)	Up to \$9.46			
Medical Opt-Out	Before 7/9/05		\$161.54	
	After 7/9/05		\$40.00	
Medical Waive	Before 7/9/05		\$230.00	
	After 7/9/05		\$40.00	
Vision	Employer Paid for Employee & Dependent Coverage			
Life Insurance Employer Paid	\$50,000			
Voluntary Term Life	Employee:	\$10,000 - \$700,000		
	Spouse/Domestic Partner:	\$10,000 - \$250,000		
	Child(ren):	\$5,000 - \$20,000		
Voluntary AD&D	Employee:	\$10,000 - \$250,000		
	Spouse/Domestic Partner:	\$5,000 - \$125,000		
	Child(ren):	\$3,125 - \$25,000		
Variable Group Universal Life County Contribution	Group A –	100% of 1x Annual Salary		
	Group B –	50% of 1x Annual Salary or 100% of ½x Annual Salary		
	Group C –	25% of 1x Annual Salary		
	Group D –	25% of 1x Annual Salary		
Leave Provisions (effective PP 01/11)				
Vacation	80-160 hours/year (Maximum carryover of 480 hours, with exceptions. Unused balance in excess of cap will automatically cash out in pay period 1)			
Sick	3.69 hours			
Bereavement	2 days per occurrence (3 if traveling > 1,000 miles)			
Holiday	13 + 1 floating/year (Maximum carryover of 112 hours, with exceptions. Unused balance in excess of cap will automatically cash out in pay period 1)			
Administrative	80 hours/year One opportunity during employment to exercise cash-out option			
Perfect Attendance (Groups C and D)	16 hours of Perfect Attendance Leave			
Retirement				
Tier I Hired PRIOR TO January 1, 2013 reciprocity provision may apply	2.0% at age 55			
	SAFETY – 3% at age 50			
	<u>Supplemental Contribution</u>			
	Group A	\$442.53	Group B	\$236.41
Group C	\$152.17	Group D	\$ 94.67	

Tier II Hired ON or AFTER January 1, 2013 reciprocity provision may apply	2.5% at age 67 <i>SAFETY – 2.7% at age 57</i>
Retirement – Other	
457(b) Eligible to enroll at any time	Groups A & B = County contribution 1 times Employee contribution, up to 1% Groups C & D = County contribution ½ times Employee contribution, up to ½%
401(k) Eligible to enroll at any time	Groups A, B, & C=County contribution 2 times Employee contribution, up to 8% Group D = County contribution 2 times Employee contribution, up to 6%
Retirement Medical Trust Fund - Sick Leave Conversion	Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 5 or more years of participation with SBCERA and/or other public retirement system(s).
Retirement Medical Trust Fund - County Contribution	<u>County Contribution, based on years of participation in a Public Retirement System:</u> 5-9 years = 1.00% of biweekly base salary 10-15 years = 1.75% biweekly base salary 16+ years = 2.75% biweekly base salary
Other	
529 Education Savings Plan	Eligible
Annual Tuition Reimbursement	\$1,000 per Employee
Automobile Allowance	Groups A & B, Assistant Sheriffs, Sheriff's Deputy Chiefs Biweekly allowance of \$561.54 with no mileage reimbursement, provided Employee is not assigned a County vehicle
Dependent Care Assistance Plan	Eligible
Flexible Spending Account (FSA)	Annual maximum contribution of \$2,600 Plus up to \$40 County Match
Healthy Lifestyle Program	Health Club Membership Reimbursement, up to \$324/year and Annual Physical Exam
Long Term Disability	60% up to \$10,000/month
Portable Communication Device Allowance	Groups A & B – biweekly allowance of \$92.31
Qualified Transportation Plan	Pre-tax deductions of up to \$255/month for qualified transportation (commuter) expenses
Short Term Disability	55% up to \$1,673/week

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

Example 1: The Undersheriff elects Kaiser Permanente and Delta Dental PPO plans with Employee + 2 or more coverage:

\$898.55 (combined cost of premiums)
- \$482.64 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
\$406.45 (biweekly out-of-pocket cost)

Example 2: The County Surveyor elects Blue Shield Signature HMO and DeltaCare USA DHMO plans with Employee + 2 or more coverage:

\$699.38 (combined cost of premiums)
- \$482.64 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
\$207.28 (biweekly out-of-pocket cost)

Example 3: The Chief Probation Officer elects Blue Shield Signature HMO and Delta Dental PPO plans with Employee + 1:

\$526.95 (combined cost of premiums)
- \$352.23 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
\$165.26 (biweekly out-of-pocket cost)