



Special Districts/County Fire
Exempt
 ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	Non-Represented
Compensation Plan	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	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 Employer Contribution	Group A - 50% of the premium for 1x Annual Salary or 100% of the premium for 1/2 annual salary Group B - 25% of the premium for 1x Annual Salary Group C - 25% of the premium for 1x Annual Salary
Leave Provisions	
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	3 days per occurrence
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 B and C)	16 hours of Perfect Attendance Leave
Retirement	
Tier I (Hired prior to 1/1/2013, reciprocity provision may apply)	2% at age 55; SAFETY - 3% at age 50 Supplemental Contribution Group A \$236.41/PP Group B \$152.17/PP Group C \$94.67/PP
Tier II (Hired on or after 1/1/2013)	2.5% at age 67; SAFETY - 2.7% at age 57
Retirement – Other	
457(b) Eligible to enroll at any time	Employer Match Group A = Eligible on the basis of one times (1x) the employee's contribution up to 1% of bi-weekly base salary Groups B & C = Eligible on the basis of one-half times (1/2x) the employee's contribution up to 1/2% of bi-weekly base salary

401(k) Eligible to enroll at any time	<u>Employer Match</u> Groups A & B = Eligible on the basis of two times (2x) times the employee's contribution up to 8% of bi-weekly base salary Group C = Eligible on the basis of two times (2x) times the employee's contribution up to 6% of bi-weekly base salary
Retirement Medical Trust Fund – Sick Leave Conversion	<u>Sick Leave Conversion</u> 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
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/fiscal year
Automobile Allowance	Group A - Biweekly allowance of \$561.54 with no mileage reimbursement, provided Employee is not assigned a County vehicle
Cell Phone Allowance	Group A – biweekly allowance of \$92.31
Dependent Care Assistance Plan	Eligible
Flexible Spending Account (FSA)	Annual maximum contribution of \$2,600 Plus up to \$40 employer 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
Qualified Transportation Plan	Pre-tax deductions of up to \$260/month for qualified transportation (commuter) expenses
Short Term Disability - Exempt	55% up to \$1,734/week, up to 180 days

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

Example #1: An Executive Assistant 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 (out-of-pocket cost)

Example #2: The Deputy Fire Chief elects Blue Shield Signature HMO and DeltaCare USA HMO 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 (out-of-pocket cost)

Example #3: The Emergency Services Manager 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 (out-of-pocket cost)