

**Benefits by Occupational Unit – Specialized Peace Officer – Supervisory
Hired BEFORE 10/04/05**

Union Code	SPS	
Representation	SEBA	
Contract Date	2005-2008	
Health and Welfare		
Benefit Level	Full Time (61 - 80 hours)	Part Time (40 - 60 hours)
Benefit Plan \$	\$125.00	\$62.50
Medical Premium Subsidy (MPS)	Effective July 5, 2008 Employee Only \$28.93 Employee + 1 \$204.00 Employee + 2 \$325.87	Effective July 5, 2008 Employee Only \$14.47 Employee + 1 \$102.00 Employee + 2 \$162.94
Medical Opt-Out	Opted Out Before 7/9/05: \$85.00 Opted Out After 7/9/05: \$25.00	Opted Out Before 7/9/05: \$42.50 Opted Out After 7/9/05: \$12.50
Medical Waive	\$125.00	\$62.50
Vision	Employee Only	Employee Only (41+ hours)
Psychological	EAP Only	EAP Only
Life - Employer Paid	\$50,000	\$25,000
AD&D – Employer Paid	\$60,000	\$30,000
Voluntary Life	Eligible	Eligible
Voluntary AD&D	Eligible	Eligible
Variable Universal Life	Eligible	Eligible
Leaves		
Vacation	80-160 hours/year	80-160 hours/year (pro rata accrual)
Sick	3.39 hours/pay period	3.39 hours/pay period (pro rata accrual)
Holiday	13 + floating	13 + floating (pro rata accrual)
Perfect Attendance	Annual Gym Membership or 16 hours of Perfect Attendance Leave	Not Eligible
Annual	40 hours/year	40 hours/year
Administrative	40 hours/year	40 hours/year

Retirement		
Retirement 7% p/u	Eligible	Eligible
457	Eligible	Eligible
401k	Not Eligible	Not Eligible
Other		
Short Term Disability - General	Yes; 55% up to \$917/week	Yes; 55% up to \$917/week
Long Term Disability	Not Eligible	Not Eligible
Dependent Child Care Assistance	Eligible	Eligible
Health Flex Spending Acct	\$5 - \$100/pp, Employee Contribution	\$5 - \$100/pp, Employee Contribution
Retiree Medical Expense Reimbursement Plan	Eligible for County contribution of 0.5% of salary after 1 year of service and 1.0% of salary after 5 years of service Sick Leave conversion at 10 years of service	Eligible for County contribution of 0.5% of salary after 1 year of service and 1.0% of salary after 5 years of service Sick Leave conversion at 10 years of service
Annual Tuition Reimbursement	First come-first served basis not to exceed \$3,000 per employee	First come-first served basis not to exceed \$3,000 per employee
Qualified Transportation Plan	Pre-tax deductions of up to \$115/month for qualified transportation (commuter) expenses	Pre-tax deductions of up to \$115/month for qualified transportation (commuter) expenses