

Benefits

Craft, Labor and Trades

Union Code	CLT
Representation	SBPEA
Contract Date	2008-2014
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Benefit Plan \$ Hired BEFORE July 15, 1993	\$190.00
Medical Premium Subsidy (MPS) Hired BEFORE July 15, 1993	Effective July 17, 2010 Employee Only \$0 Employee + 1 \$107.31 Employee + 2 \$217.43
Medical Premium Subsidy (MPS) Hired AFTER July 15, 1993	Effective July 17, 2010 Health Net HMO Employee Only \$166.89 Kaiser Permanente Employee Only \$187.71 Health Net PPO Employee Only \$187.71 Employee + 1 \$297.31 Employee + 2 \$407.43
Dental Premium Subsidy (DPS)	Up to \$9.46
Medical Opt-Out	Opt-Out Before 7/23/05 \$133.85 Opt-Out After 7/23/05 \$40.00
Medical Waive	Waived Before 7/23/05 \$190.00 Waived After 7/23/05 \$40.00
Vision	Employee Only
Life - Employer Paid	\$20,000
Voluntary Life	Eligible
Voluntary AD&D	Eligible
Leaves	
Vacation	80-160 hours/year
Sick	3.39 hours/pay period
Holiday	13 + 1 floating
Perfect Attendance	Annual Gym Membership or 16 hours of Perfect Attendance Leave
Bereavement	2 days (3 days if travelling more than 1,000 miles)

Retirement	
Retirement 7% County Contribution	Hired Before July 15, 2008 or 5 years of continuous Regular County Service
457	Eligible
Other	
Short Term Disability -General	Eligible; 55% up to \$987/week
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$75/pp, Employee Contribution
Retirement Medical Trust Fund	Eligible
Qualified Transportation Plan	Pre-tax deductions of up to \$230/month for qualified transportation (commuter) expenses

The County may give you *Benefit Plan Dollars and/or Premium Subsidies* to help off-set the cost for your medical premiums

Hired After July 15, 1993

Example #1: A Building Plant Operator (full time) elects the Health Net HMO and DeltaCare USA plans with Employee Only coverage.

- \$194.98 (combined cost of premiums)
- \$166.89 (medical premium subsidy)
- \$ 8.60 (dental premium subsidy- 90% of \$9.55)
- \$ 19.49 (out-of-pocket cost)**

Example #2: A Custodian II (full time) elects the Kaiser Permanente and Delta Dental PPO plans with Employee +2 or more coverage.

- \$655.48 (combined cost of premiums)
- \$407.43 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$238.59 (out-of-pocket cost)**

Example #3: An Equipment Operator I (full time) elects the Health Net HMO and DeltaCare USA plans with Employee + 2 or more coverage.

- \$563.35 (combined cost of premiums)
- \$407.43 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$146.46 (out-of-pocket cost)**

Hired Before July 15, 1993

Example #4: A Grounds Caretaker I (full time) elects the Kaiser Permanente and Delta Dental PPO plans with Employee +2 or more coverage.

- \$655.48 (combined cost of premiums)
- \$190.00 (Benefit Plan Dollars)
- \$217.43 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$238.59 (out-of-pocket cost)**