

Benefits

Management

| | |
|---|--|
| Union Code | MGT |
| 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 | \$50,000 |
| Voluntary Life | Eligible |
| Voluntary AD&D | Eligible |
| Leaves | |
| Vacation | 80-160 hours/year |
| Sick | 3.39 hours/pay period |
| Administrative Leave | 80 hours (cash-out option) |
| Holiday | 13 + floating |
| Perfect Attendance | Annual Gym Membership or 16 hours of Perfect Attendance Leave |
| Bereavement | 2 Days (3 days if traveling 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 Business Applications Manager (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)
- \$ 17.95 (out-of-pocket cost)**

Example #2: A Chief of Collections (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 Employment Services Manager (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 TAD Regional Manager (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)**