

# Benefits

# Professional

<b>Union Code</b>	PRF
<b>Representation</b>	SBPEA
<b>Contract Date</b>	2008-2014
<b>Health and Welfare</b>	
<b>Benefit Level</b>	Full Time (61 - 80 hours)
<b>Benefit Plan \$ Hired BEFORE July 15, 1993</b>	\$190.00
<b>Medical Premium Subsidy (MPS) Hired BEFORE July 15, 1993</b>	<b>Effective July 17, 2010</b> Employee Only \$0 Employee + 1 \$107.31 Employee + 2 \$217.43
<b>Medical Premium Subsidy (MPS) Hired AFTER July 15, 1993</b>	<b>Effective July 17, 2010</b> 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
<b>Dental Premium Subsidy (DPS)</b>	Up to \$9.46
<b>Medical Opt-Out</b>	Opt-Out Before 7/23/05 \$133.85 Opt-Out After 7/23/05 \$40.00
<b>Medical Waive</b>	Waived Before 7/23/05 \$190.00 Waived After 7/23/05 \$40.00
<b>Vision</b>	Employee Only
<b>Life - Employer Paid</b>	\$25,000
<b>Voluntary Life</b>	Eligible
<b>Voluntary AD&amp;D</b>	Eligible
<b>Leaves</b>	
<b>Vacation</b>	80-160 hours/year
<b>Sick</b>	3.39 hours/pay period
<b>Holiday</b>	13 + floating
<b>Perfect Attendance</b>	Annual Gym Membership or 16 hours of Perfect Attendance Leave
<b>Bereavement</b>	2 Days (3 days if traveling more than 1,000 miles)

Retirement	
<b>Retirement 7% County Contribution</b>	Hired Before July 15, 2008 or 5 years of continuous Regular County Service
<b>457</b>	Eligible
Other	
<b>Short Term Disability -General</b>	Eligible; 55% up to \$987/week
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Medical Expense Reimbursement Plan (Flexible Spending Account)</b>	\$5 - \$75/pp, Employee Contribution
<b>Retirement Medical Trust Fund</b>	Eligible
<b>Qualified Transportation Plan</b>	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 and Safety Engineer (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 Clinical Therapist 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 Environmental Health Specialist 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 Librarian III (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)**