

# Benefits

# Safety

|  |   |  |                          |          |
|--|---|--|--------------------------|----------|
| <b>Union Code</b>  | Safety                                    |  |                          |          |
| <b>Representation</b>  | SEBA                                      |  |                          |          |
| <b>Contract Date</b>   | 2009-2012                                 |  |                          |          |
| <b>Benefit Level</b>   | Full-Time, Hired <u>Before</u> 12/24/1987 | Full-Time, Hired <u>After</u> 12/24/1987 |                          |          |
| <b>Health and Welfare</b>  |   |  |                          |          |
| <b>Benefit Plan \$ (BPD)</b>                                     | \$138.46                                  | \$0                                      |                          |          |
| <b>Medical Premium Subsidy (MPS)<br/>Effective July 17, 2010</b> |   |  |                          |          |
| <b>Health Net Elect Open Access</b>                              | Employee Only                             | \$27.84                                  | Employee Only            | \$166.30 |
|  | Employee +1                               | \$216.99                                 | Employee +1              | \$355.45 |
|  | Employee +2 or more                       | \$348.63                                 | Employee +2 or more      | \$487.09 |
| <b>Kaiser Permanente</b>   | Employee Only                             | \$48.50                                  | Employee Only            | \$186.96 |
|  | Employee +1                               | \$233.65                                 | Employee +1              | \$372.11 |
|  | Employee +2 or more                       | \$387.32                                 | Employee +2 or more      | \$525.78 |
| <b>Health Net PPO</b>  | Employee Only                             | \$48.50                                  | Employee Only            | \$186.96 |
|  | Employee +1                               | \$233.65                                 | Employee +1              | \$372.11 |
|  | Employee +2 or more                       | \$387.32                                 | Employee +2 or more      | \$525.78 |
| <b>Opt Out</b>   | \$138.46                                  |  | \$20.00                  |          |
| <b>Vision</b>  | Employee Plus Dependents                  |  | Employee Plus Dependents |          |
| <b>Life Insurance - Employer Paid</b>                            | Not Eligible                              |  | Not Eligible             |          |
| <b>Voluntary Life</b>  | Eligible                                  |  | Eligible                 |          |
| <b>Voluntary AD&amp;D</b>  | Not Eligible                              |  | Not Eligible             |          |
| <b>Leaves</b>  |   |  |                          |          |
| <b>Annual Leave (instead of Vacation and Holiday)</b>            | 176-256 hours/year                        |  | 176-256 hours/year       |          |
| <b>Sick</b>  | 3.69 hours/pay period                     |  | 3.69 hours/pay period    |          |
| <b>Court Holidays</b>  | Must Use Annual Leave                     |  | Must Use Annual Leave    |          |
| <b>Retirement</b>  |   |  |                          |          |
| <b>Retirement County Contribution</b>                            | \$306.00/month                            |  | \$306.00/month           |          |
| <b>457</b>   | Eligible                                  |  | Eligible                 |          |
| <b>3% at 50 Retirement Formula</b>                               | Eligible                                  |  | Eligible                 |          |

| Other   |  |       |  |
|---|--|-------|--|
| <b>Annual Tuition Reimbursement</b>   | First-come, first-served basis not to exceed \$2,000 per employee                        |       | First-come, first-served basis not to exceed \$2,000 per employee                        |
| <b>Annual Uniform Allowance</b>   | \$675  |       | \$675  |
| <b>Qualified Transportation Plan</b>  | Pre-tax deductions of up to \$230/month for qualified transportation (commuter) expenses |       | Pre-tax deductions of up to \$230/month for qualified transportation (commuter) expenses |
| <b>Short Term Disability</b>  | Not Eligible   |       | Not Eligible   |
| <b>Long Term Disability</b>   | Eligible through SEBA  |       | Eligible through SEBA  |
| <b>Dependent Care Assistance Plan</b>   | Eligible   |       | Eligible   |
| <b>Medical Expense Reimbursement Plan (Flexible Spending Account)</b>   | \$25 - \$100 per pay period  |       | \$25 - \$100 per pay period  |
| <b>Retirement Medical Trust Fund (County contribution is determined by number of years of County service)</b> | Less than 1 yr   | 0%    | Less than 1 yr 0%  |
|   | 1 yr but less than 10 yrs  | 1.0%  | 1 yr but less than 10 yrs 1.0%   |
|   | 10 yrs but less than 16 yrs  | 1.75% | 10 yrs but less than 16 yrs 1.75%  |
|   | 16yrs or more  | 3.0%  | 16yrs or more 3.0%   |

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

**Hired After December 24, 1987**

**Example #1:** A Deputy elects the Health Net HMO and DeltaCare USA plans with Employee Only coverage.

- \$194.98 (combined cost of premiums)
- \$166.30 (medical premium subsidy)
- **\$28.68 (out-of-pocket costs)**

**Example #2:** A Deputy elects Kaiser Permanente and Delta Dental PPO plans with Employee +2 or more coverage.

- \$655.48 (combined cost of premiums)
- \$525.78 (medical premium subsidy)
- **\$129.70 (out-of-pocket cost)**

**Hired Before December 24, 1987**

**Example #3:** A Deputy elects the Kaiser Permanente and Delta Dental PPO plans with Employee +2 or more coverage.

- \$655.48 (combined cost of premiums)
- \$138.46 (Benefit Plan Dollars)
- \$387.32 (medical premium subsidy)
- **\$129.70 (out-of-pocket cost)**