

Benefits

Attorneys

Union Code	Attorney						
Representation	SBCPAA						
Contract Date	2008-2011						
Health and Welfare							
Benefit Level	Full Time (61 - 80 hours)						
Medical Premium Subsidies (MPS)	<p style="text-align: center;">Effective July 16, 2011</p> <table> <tr> <td>Employee Only</td> <td>\$156.17</td> </tr> <tr> <td>Employee + 1</td> <td>\$324.41</td> </tr> <tr> <td>Employee + 2</td> <td>\$444.53</td> </tr> </table>	Employee Only	\$156.17	Employee + 1	\$324.41	Employee + 2	\$444.53
Employee Only	\$156.17						
Employee + 1	\$324.41						
Employee + 2	\$444.53						
Medical Opt-Out and Waive	\$40.00						
Vision	Employee Only						
Life Insurance - Employer Paid	\$50,000						
Voluntary Life	Eligible						
Voluntary AD&D	Eligible						
Leaves							
Vacation	80-160 hours/year						
Sick	3.39 hours/pay period						
Perfect Attendance	Annual Gym Membership or 16 hours of Perfect Attendance Leave						
Holiday	13 + 1 floating						
Bereavement	2 days						
Attorney	80 hours (cash-out option w/ pre-election)						

Retirement	
County Retirement Contribution	Hired Before 6/21/08 7%
	Hired On/After 6/21/08 0-2.5 Years of Service – 0% 2.5 or More Years of Service – 7%
457	1 Year of Service - .5 for .5 Match up to .5% of Salary 15 Years of Service - .5 for .75 Match up to .75% of Salary 20 Years of Service - .5 for 1 Match up to 1% of Salary
Other	
Short Term Disability -General	Yes; 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	1% of salary after 10 years of service 1.25% of salary after 15 years of service 1.5% of salary after 20 years of service
Tuition Reimbursement Bar Dues	\$400/year \$400/year
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

Example #1: A Child Support Attorney I (full time) elects the Health Net HMO and DeltaCare USA plans with Employee Only coverage.

- \$213.61 (combined cost of premiums)
- \$156.17 (medical premium subsidy)
- \$ 57.44 (out-of-pocket cost)**

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

- \$747.56 (combined cost of premiums)
- \$444.53 (medical premium subsidy)
- \$303.03 (out-of-pocket cost)**

Example #3: A Deputy Public Defender III (full time) elects the Health Net HMO and DeltaCare USA plans with Employee + 2 or more coverage.

- \$617.78 (combined cost of premiums)
- \$444.53 (medical premium subsidy)
- \$173.25 (out-of-pocket cost)**

Example #4: A Legal Research Attorney IV (full time) elects the Kaiser Permanente and Delta Dental PPO plans with Employee +1 coverage.

- \$520.32 (combined cost of premiums)
- \$324.41 (medical premium subsidy)
- \$195.91 (out-of-pocket cost)**