

Benefits

PSD Contract Employees 12 Month Contract

Union Code	PSD Contract Employees
Representation	None
Contract Date	2011-2012
Health and Welfare	
Length of Contract	12 Months
Benefit Amount	\$127.18
Medical Premium Subsidies (MPS) Hired AFTER June 23, 2007	\$127.18
Opt-Out/Waive	Continuing - \$85, New - \$40
Medical/Dental Insurance	Eligible
County-Paid Life Insurance	\$25,000
Short Term Disability Insurance	Eligible
Leaves	
Vacation	80-160 hours/year
Sick	3.39 hours/pay period
Holiday	13 days
Perfect Attendance	16 hours of Perfect Attendance Leave or gym membership
Bereavement	2 days per occurrence/3 days if traveling over 1000 miles

Retirement	
Retirement Contribution Rate	<p>Hired before 7/4/09: Employee contributes 5% of base salary, Employer picks up remainder</p> <p>Hired on or after 7/4/09: <i>Less than five years of service with PSD –</i> Employee pays entire retirement contribution obligation; <i>five or more years of service with PSD -</i> employee contributes 5% of base salary, employer picks up remainder</p>
457	Eligible

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 PSD Contract Employee elects the Health Net HMO and DeltaCare USA plans with Employee Only coverage.

- \$213.61 (combined cost of premiums)
- \$127.18 (medical premium subsidy)
- \$ 86.43 (out-of-pocket cost)**

Example #2: A PSD Contract Employee elects the Kaiser Permanente HMO and Delta Dental PPO plans with Employee +2 or more coverage.

- \$747.56 (combined cost of premiums)
- \$127.18 (medical premium subsidy)
- \$620.38 (out-of-pocket cost)**

Example #3: A PSD Contract Employee elects the Health Net HMO and DeltaCare USA plans with Employee + 2 or more coverage.

- \$617.78 (combined cost of premiums)
- \$127.18 (medical premium subsidy)
- \$490.60 (out-of-pocket cost)**