

# Benefits

## PSD Contract Employees- 9 Month Contract

<b>Union Code</b>	PSD Contract Employees
<b>Representation</b>	None
<b>Contract Date</b>	2011-2012
<b>Health and Welfare</b>	
<b>Length of Contract</b>	9.25 Months
<b>Benefit Amount</b>	\$127.18
<b>Medical Premium Subsidies (MPS) Hired AFTER June 23, 2007</b>	\$127.18
<b>Opt-Out/Waive</b>	Continuing - \$85, New - \$40
<b>Medical/Dental Insurance</b>	Eligible
<b>County-Paid Life Insurance</b>	\$25,000
<b>Short Term Disability Insurance</b>	Eligible
<b>Leaves</b>	
<b>Sick</b>	1.695 hours/pay period (4 days/yr)
<b>Personal Time Off (PTO)</b>	4 days/year
<b>Holiday</b>	8 days
<b>Perfect Attendance</b>	8 hours of Perfect Attendance Leave
<b>Bereavement</b>	2 days per occurrence/3 days if traveling over 1000 miles

<b>Retirement</b>	
<b>Retirement Contribution Rate</b>	<p><b>Hired before 7/4/09:</b> Employee contributes 5% of base salary, Employer picks up remainder</p> <p><b>Hired on or after 7/4/09:</b> <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>
<b>457</b>	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)**