

Benefits

Exempt – Non Elected

Union Code	Exempt
Representation	Non-Represented
Ordinance	June 18, 2011 *
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Medical Premium Subsidy (MPS)	Employee Only \$202.87 for BS HMO; \$230.00 for KP HMO/BS PPO Employee + 1 \$352.23 Employee + 2 \$482.64
Dental Premium Subsidy (DPS)	Up to \$9.46
Medical Opt-Out	Before 7/9/05 \$161.54 After 7/9/05 \$40.00
Medical Waive	Before 7/9/05 \$230.00 After 7/9/05 \$40.00
Vision	Employer Paid for Employee & Dependents
Life Insurance - Employer Paid	\$50,000
Voluntary Life	\$10K - \$700K
Voluntary AD&D	\$10K - \$250K
Variable Group Universal Life County Contribution	Group A – 100% of 1x Annual Salary Group B – 50% of 1x Annual Salary Group C – 25% of 1x Annual Salary Group D – 25% of 1x Annual Salary
Leave Provisions (effective PP 01/11)	
Vacation	80-160 Hours/Year (Maximum carryover of 480 hours, with exceptions. Unused balance in excess of cap will automatically cash out in pay period 1)
Sick	3.69 Hours/Pay Period
Bereavement	2 Days (3 days if traveling more than 1,000 miles)
Holiday	13 + Floating (Maximum carryover of 112 hours, with exceptions. Unused balance in excess of cap will automatically cash out in pay period 1)
Administrative	80 Hours (Use-it or lose-it. One opportunity during employment to exercise cash-out)
Perfect Attendance (Groups C and D)	16 Hours of Perfect Attendance Leave
Retirement – County Contribution	
Tier I (Hired prior to 1/1/2013, reciprocity provision may apply) 2% at age 55 SAFETY – 3% at age 50	Supplemental Contribution Group A \$442.53/PP Group B \$236.41/PP Group C \$152.17/PP Group D \$94.67/PP
Tier II (Hired on or after 1/1/2013) 2.5% at age 67 SAFETY – 2.7% at age 57	No County Contribution

Retirement – Other	
457(b) Eligible to enroll at any time	Groups A & B = County contribution 1 time Employee contribution, up to 1% Groups C & D = County contribution .5 time Employee contribution, up to .5%
401(k) Eligible to enroll at any time	Groups A, B, & C=County contribution 2 times Employee contribution, up to 8% Group D = County contribution 2 times Employee contribution, up to 6%
Retirement Medical Trust Fund	After 10 years of Regular continuous service, eligible to convert sick leave to Cash Formula Value County Contribution: 5-9 years = 1% of biweekly base salary 10-15 years = 1.75% biweekly base salary 16+ years = 2.75% biweekly base salary
Other	
Annual Tuition Reimbursement	\$1,000 per Employee
Automobile Allowance	Groups A & B, Assistant Sheriffs, Sheriff's Deputy Chiefs Biweekly allowance of \$561.54 with no mileage reimbursement, provided Employee is not assigned a County vehicle
Dependent Care Assistance Plan	Eligible
Healthy Lifestyle Program	Health Club Membership Up To \$324/Year And Annual Physical Exam
Long Term Disability	60% up to \$10,000/Month
Medical Expense Reimbursement Plan (FSA)	\$10 - \$96.15/per Pay Period, Employee Contribution Plus up to \$40/per Pay Period County Match
Portable Communication Device Allowance	Groups A & B – biweekly allowance of \$92.31
Qualified Transportation Plan	Pre-tax deductions of up to \$245/month for qualified transportation (commuter) expenses
Short Term Disability - Exempt	55% up to \$1,522/week (eff 1/12/13)

The County offers *Premium Subsidies* to help off-set the cost of your medical and dental premiums.

Example #1: An Undersheriff elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage:

\$825.64 (combined cost of premiums)
 - \$482.64 (medical premium subsidy)
 - \$ 9.46 (dental premium subsidy)
\$333.54 (out-of-pocket cost)

Example #2: The County Surveyor elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee + 2 or more coverage:

\$633.72 (combined cost of premiums)
 - \$482.64 (medical premium subsidy)
 - \$ 9.46 (dental premium subsidy)
\$141.62 (out-of-pocket cost)

Example #3: The Chief Probation Officer elects Blue Shield Signature HMO and Cigna Dental PPO plans with Employee + 1:

\$480.79 (combined cost of premiums)
 - \$352.23 (medical premium subsidy)
 - \$ 9.46 (dental premium subsidy)
\$119.10 (out-of-pocket cost)