

Benefits

Exempt – Non Elected

Effective 6/18/11

Union Code	Exempt
Representation	Non-Represented
Contract Date	2008 – 2011 *
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Benefit Plan \$	\$0
Medical Premium Subsidy (MPS)	Employee Only \$202.87 for BS HMO; \$230.00 for KP, HN 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
Leaves (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
Holiday	13 + Floating (Maximum carryover of 112 hours, with exceptions. Unused balance in excess of cap will automatically cash out in pay period 1)
Bereavement	2 Days (3 days if traveling more than 1,000 miles)
Perfect Attendance (Groups C and D)	16 Hours of Perfect Attendance Leave (use-it or lose-it)
Administrative	80 Hours (Use-it or lose-it. One opportunity during employment to exercise cash-out option)
Retirement	
Retirement County Contribution	Group A \$442.53/PP Group B \$236.41/PP Group C \$152.17/PP Group D \$94.67/PP
457(b)	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)	Groups A, B, & C – County contribution 2 times Employee contribution, up to 8% Group D – County contribution 2 times Employee contribution, up to 6%

Other	
Short Term Disability	55% up to \$1,442/Week (eff. 01/01/12)
Long Term Disability	60% up to \$10,000/Month
Dependent Care Assistance Plan	Up to \$5,000/Year
Medical Expense Reimbursement Plan (FSA)	\$10 - \$96.15/PP Maximum Employee Contribution Plus up to \$40/PP County Match
Retirement Medical Trust Fund	5-9 years = 1% of bi-weekly salary 10-15 years = 1.75% bi-weekly salary 16 or more years = 2.75% bi-weekly salary
Annual Tuition Reimbursement	\$1,000 per Employee
Healthy Lifestyle Program	Health Club Membership Up To \$324/Year And Annual Physical Exam
Qualified Transportation Plan	Pre-tax deductions of up to \$125/month for qualified transportation (commuter) expenses
Portable Communication Device Allowance	Groups A & B – biweekly allowance of \$92.31
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

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

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

\$787.84 (combined cost of premiums)
 - \$482.64 (medical premium subsidy)
 - \$ 9.46 (dental premium subsidy)
\$295.74 (out-of-pocket cost)

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

\$588.48 (combined cost of premiums)
 - \$482.64 (medical premium subsidy)
 - \$ 9.46 (dental premium subsidy)
\$ 96.38 (out-of-pocket cost)

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

\$446.39 (combined cost of premiums)
 - \$352.23 (medical premium subsidy)
 - \$ 9.46 (dental premium subsidy)
\$ 84.70 (out-of-pocket cost)

* Updated May 2012 for the 2012-13 plan year