

Benefits

General

ADM, CLK, CLT, MGT, PRF, SUP, TI

Union Code	ADM, CLK, CLT, MGT, PRF, SUP, TI
Representation	SBPEA
Contract Date	2008-2014
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Benefit Plan \$ Hired BEFORE July 15, 1993	\$190.00
Medical Premium Subsidy (MPS) Hired BEFORE July 15, 1993	Effective July 14, 2012 Employee Only \$0 Employee + 1 \$112.80 Employee + 2 \$237.84
Medical Premium Subsidy (MPS) Hired AFTER July 15, 1993	Effective July 14, 2012 Blue Shield Signature HMO Employee Only \$182.58 Kaiser Permanente Employee Only \$228.54 Blue Shield PPO Employee Only \$228.54 Employee + 1 \$302.80 Employee + 2 \$427.84
Dental Premium Subsidy (DPS)	Up to \$9.46
Medical Opt-Out	Opt-Out Before 7/23/05 \$133.85 Opt-Out After 7/23/05 \$40.00
Medical Waive	Waived Before 7/23/05 \$190.00 Waived After 7/23/05 \$40.00
Vision	Employee Only
Life - Employer Paid	ADM, MGT: \$50,000 SUP, TI: \$35,000 PRF: \$25,000 CLK, CLT: \$20,000
Voluntary Life	Eligible
Voluntary AD&D	Eligible
Leaves	
Vacation	80-160 hours/year
Sick	3.39 hours/pay period
Holiday	13 + 1 floating
Perfect Attendance	Annual Gym Membership or 16 hours of Perfect Attendance Leave
Bereavement	2 Days (3 days if traveling more than 1,000 miles)

Annual/Administrative	MGT only – 80 hours Administrative w/cash-out option SUP only – 40 hours Administrative w/cash-out option, and 40 hours Annual w/no cash-out option
Retirement	
Retirement 7% County Contribution	Hired Before July 15, 2008 OR 5 years of continuous Regular County Service
457	Eligible. Effective July 14, 2012, employees who have completed one year of continuous service in a regular position and who contribute to the 457(b) plan will be eligible for a biweekly match from the County. The match will be ½ times the employee's contribution up to ½% of the employee's biweekly base salary.
Other	
Short Term Disability -General	Eligible;55% up to \$1,011/week
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$75/pp, Employee Contribution
Retirement Medical Trust Fund	Eligible County contribution goes into effect July 14, 2012, and is determined by number of years of County service.
Qualified Transportation Plan	Pre-tax deductions of up to \$125/month for qualified transportation (commuter) expenses

The County provides *Benefit Plan Dollars* and/or *Premium Subsidies* to help off-set the cost of your medical and dental premiums.

Hired After July 15, 1993

Example #1: An Accountant I (full time) elects the Blue Shield Signature HMO and Cigna Dental Care plans with Employee Only coverage.

- \$210.11 (combined cost of premiums)
- \$182.58 (medical premium subsidy)
- \$ 6.52 (dental premium subsidy- 90% of \$7.24)
- \$ 21.01 (out-of-pocket cost)**

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

- \$787.84 (combined cost of premiums)
- \$427.84 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$350.54 (out-of-pocket cost)**

Hired Before July 15, 1993

Example #3: A Planner III (full time) elects the Kaiser Permanente and Cigna Dental PPO plans with Employee +2 or more coverage.

- \$787.84 (combined cost of premiums)
- \$190.00 (Benefit Plan Dollars)
- \$237.84 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$350.54 (out-of-pocket cost)**