

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
Flexible Benefit Dollars Hired BEFORE June 23, 2007	\$127.18
Medical Premium Subsidy (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 5 years of service with PSD</i> – Employee pays entire retirement contribution obligation; <i>5 or more years of service with PSD</i> - employee contributes 5% of base salary, employer picks up remainder</p>
457	Eligible

Depending on your date of hire, the County provides *Benefit Plan Dollars* or a *Premium Subsidy* to help off-set the cost of your medical premium.

Example #1: A PSD Contract Employee elects the Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$211.55 (combined cost of premiums)
- \$127.18 (medical premium subsidy)
- \$ 84.37 (out-of-pocket cost)**

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

- \$787.84 (combined cost of premiums)
- \$127.18 (medical premium subsidy)
- \$660.66 (out-of-pocket cost)**

Example #3: A PSD Contract Employee elects the Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee + 2 or more coverage.

- \$588.48 (combined cost of premiums)
- \$127.18 (medical premium subsidy)
- \$461.30 (out-of-pocket cost)**

* Updated May 2012 for the 2012-13 Plan Year