

Benefits

Specialized Peace Officer

Union Code	SPO						
Representation	SEBA						
Contract Date	2011-2013						
Health and Welfare							
Benefit Level	Full Time (61 - 80 hours)						
Medical Premium Subsidies (MPS)	<table> <tr> <td>Employee Only</td> <td>\$161.75</td> </tr> <tr> <td>Employee + 1</td> <td>\$345.66</td> </tr> <tr> <td>Employee + 2</td> <td>\$473.70</td> </tr> </table>	Employee Only	\$161.75	Employee + 1	\$345.66	Employee + 2	\$473.70
Employee Only	\$161.75						
Employee + 1	\$345.66						
Employee + 2	\$473.70						
Medical Opt-Out	\$25.00						
Medical Waive	\$40.00						
Vision	Employee Only						
Life - Employer Paid	\$50,000						
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						
Retirement							
457	Eligible						
Other							
Short Term Disability -General	Eligible; 55% up to \$1,011/week						
Long Term Disability	Available through SEBA						
Dependent Care Assistance Plan	Eligible						

Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$96.15/PP Maximum Employee Contribution
Retirement Medical Trust Fund	<p style="text-align: center;"><u>Non-Safety</u> Eligible for County contribution of 0.5% of salary after 1 year of service and 1.0% of salary after 5 years of service</p> <p style="text-align: center;"><u>Safety</u> Eligible for County contribution of 1% of salary</p>
Annual Tuition Reimbursement	First-come, first-served basis not to exceed \$3,000 per employee
Qualified Transportation Plan	Pre-tax deductions of up to \$125/month for qualified transportation (commuter) expenses

The County provides a *Medical Premium Subsidy* to help off-set the cost of your medical premium.

Example #1: A Probation Corrections Officer (full time) elects the Blue Shield HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$211.55 (combined cost of premiums)
- \$161.75 (medical premium subsidy)
- \$ 49.80 (out-of-pocket cost)**

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

- \$787.84 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
- \$314.14 (out-of-pocket cost)**

Example #3: A Probation Corrections Officer (full time) elects the Blue Shield HMO and Cigna Dental Care HMO plans with Employee + 2 or more coverage.

- \$588.48 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
- \$114.78 (out-of-pocket cost)**