

Benefits

Safety

Union Code	Safety	
Representation	SEBA	
Contract Date	2012-2016	
Health and Welfare		
Benefit Plan \$ (BPD)	\$0	
Medical Premium Subsidy (MPS)		
Blue Shield Signature HMO	Employee Only - \$166.30	
	Employee +1 - \$355.45	
	Employee +2 or more - \$487.09	
Kaiser Permanente	Employee Only - \$191.64	
	Employee +1 - \$381.41	
	Employee +2 or more - \$538.92	
Blue Shield PPO	Employee Only - \$191.64	
	Employee +1 - \$381.41	
	Employee +2 or more - \$538.92	
Opt Out	\$138.46 (full time, hired before 12/24/1987)	\$20.00 (full time, hired after 12/24/1987)
Vision	Employee Plus Dependents	
Life Insurance - Employer Paid	Not Eligible	
Voluntary Life	Eligible	
Voluntary AD&D	Not Eligible	
Leaves		
Annual Leave (instead of Vacation and Holiday)	176-256 hours/year	
Sick	3.69 hours/pay period	
Court Holidays	Must Use Annual Leave	
Retirement		
457	Eligible	
3% at 50 Retirement Formula	Eligible	
Other		
Annual Tuition Reimbursement	First-come, first-served basis not to exceed \$2,000 per employee	

Annual Uniform Allowance	\$675
Qualified Transportation Plan	Pre-tax deductions of up to \$125/month for qualified transportation (commuter) expenses
Short Term Disability	Not Eligible
Long Term Disability	Eligible through SEBA
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$25 - \$96.15 per pay period
Retirement Medical Trust Fund (County contribution is determined by number of years of County service)	10 yrs but less than 16 yrs - .75%
	16 yrs or more - 2.0%

The County provides **Benefit Plan Dollars** and/or a **Premium Subsidy** to help offset the cost of your medical premium.

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

- \$211.55 (combined cost of premiums)
- \$166.30 (medical premium subsidy)
- **\$45.25 (out-of-pocket costs)**

Example #2: A Deputy elects Kaiser Permanente and Cigna PPO plans with Employee + 2 or more coverage.

- \$787.84 (combined cost of premiums)
- \$538.92 (medical premium subsidy)
- **\$248.92 (out-of-pocket cost)**

Updated November 2012 for the 2012-13 plan year