

Benefits

Exempt – Non Elected

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	Exempt
Representation	Non-Represented
Ordinance	March 21, 2015
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Medical Premium Subsidy (MPS)	Employee Only \$230.00
	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 & Dependent Coverage
Life Insurance - Employer Paid	\$50,000
Voluntary Term Life	\$10,000 - \$700,000
Voluntary AD&D	\$10,000 - \$250,000
Variable Group Universal Life County Contribution	Group A – 100% of 1x Annual Salary
	Group B – 50% of 1x Annual Salary or 100% of ½x Annual Salary
	Group C – 25% of 1x Annual Salary
	Group D – 25% of 1x Annual Salary
Leave Provisions (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
Bereavement	2 days per occurrence (3 if traveling > 1,000 miles)
Holiday	13 + 1 floating/year (Maximum carryover of 112 hours, with exceptions. Unused balance in excess of cap will automatically cash out in pay period 1)
Administrative	80 hours/year One opportunity during employment to exercise cash-out option
Perfect Attendance (Groups C and D)	16 hours of Perfect Attendance Leave
Retirement	
Tier 1 (Hired prior to 1/1/2013, reciprocity provision may apply)	2% at age 55
	<i>SAFETY – 3% at age 50</i>
	<u>Supplemental Contribution</u>
	Group A \$442.53
	Group B \$236.41
Tier 2 (Hired on or after 1/1/2013, reciprocity provision may apply)	Group C \$152.17
	Group D \$94.67
	2.5% at age 67
	<i>SAFETY – 2.7% at age 57</i>

Retirement – Other	
457(b) Eligible to enroll at any time	Groups A & B = County contribution 1 times Employee contribution, up to 1% Groups C & D = County contribution .5 times Employee contribution, up to .5%
401(k) Eligible to enroll at any time	Groups A, B, & C=County contribution 2 times Employee contribution, up to 8% Group D = County contribution 2 times Employee contribution, up to 6%
Retirement Medical Trust Fund	<p style="text-align: center;"><u>Sick Leave Conversion</u> Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 5 or more years of participation with SBCERA and/or other public retirement system(s).</p> <p style="text-align: center;"><u>County Contribution, based on years of participation in a Public Retirement System:</u> 5-9 years = 1.00% of biweekly base salary 10-15 years = 1.75% biweekly base salary 16+ years = 2.75% biweekly base salary</p>
Other	
Annual Tuition Reimbursement	\$1,000 per Employee
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
Dependent Care Assistance Plan	Eligible
Healthy Lifestyle Program	Health Club Membership Reimbursement, up to \$324/year and Annual Physical Exam
Long Term Disability	60% up to \$10,000/month
Medical Expense Reimbursement Plan (FSA)	\$10 - \$98.07, Employee Contribution Plus, up to \$40 County Match
Portable Communication Device Allowance	Groups A & B – biweekly allowance of \$92.31
Qualified Transportation Plan	Pre-tax deductions of up to \$130/month for qualified transportation (commuter) expenses
Short Term Disability	55% up to \$1,574/week

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

Example #1: The Undersheriff elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage:

- \$848.47 (combined cost of premiums)
- \$482.64 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$356.37 (biweekly out-of-pocket cost)**

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

- \$655.51 (combined cost of premiums)
- \$482.64 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$163.41 (biweekly out-of-pocket cost)**

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

- \$494.18 (combined cost of premiums)
- \$352.23 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$132.49 (biweekly out-of-pocket cost)**