

Benefits

Specialized Peace Officer

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	SPO
Representation	Safety Employees' Benefit Association
Contract Date	2015-2017
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Medical Premium Subsidy (MPS)	Employee Only \$161.75 Employee + 1 \$345.66 Employee + 2 \$473.70
Medical Opt-Out	\$25.00
Medical Waive	\$40.00
Vision	Employer paid for Employee Only Coverage Option to purchase dependent coverage
Life Insurance Employer Paid	\$50,000
Voluntary Term Life	\$10,000 - \$700,000
Voluntary AD&D	\$10,000 - \$250,000 *Deputy Coroner Investigator, Employer Paid—\$60,000
Leave Provisions	
Vacation	80-160 hours/year
Sick	3.39 hours
Holiday	13 + 1 floating/year
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299 —OR— 16 hours of Perfect Attendance Leave
Retirement	
Tier 1 (Hired prior to 1/1/2013, reciprocity provision may apply)	2.0% at age 55
Tier 2 (Hired on or after 1/1/2013, reciprocity provision may apply)	2.5% at age 67

Retirement – Other	
457(b) Eligible to enroll at any time	Deputy Coroner Investigator and Fraud Investigator <u>County Contribution, based on years of continuous service:</u> 5+ years = 1/2 for 1 Match up to 1% of Salary
Retirement Medical Trust Fund	<u>Sick Leave Conversion</u> Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 10 years of continuous County service from date of hire. <u>County Contribution, based on years of service:</u> After 1 year = 0.5% of bi-weekly base salary 5+ years = 1.0% of bi-weekly base salary 20+ years = 1.25% of bi-weekly base salary
Other	
Annual Tuition Reimbursement	First-come, first-served basis not to exceed \$3,000 per employee per fiscal year
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$98.07, Employee Contribution
Qualified Transportation Plan	Pre-tax deductions of up to \$130/month for qualified transportation (commuter) expenses
Short Term Disability	55% up to \$1,104/week
Long Term Disability	Covered under SEBA policy

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

Example #1: A Probation Corrections Officer elects Blue Shield HMO and Cigna Dental HMO plans with Employee Only coverage.

- \$235.54 (combined cost of premiums)
- \$161.75 (medical premium subsidy)
- \$ 73.79 (biweekly out-of-pocket cost)**

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

- \$848.47 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
- \$374.77 (biweekly out-of-pocket cost)**

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

- \$655.51 (combined cost of premiums)
- \$473.70 (medical premium subsidy)
- \$181.81 (biweekly out-of-pocket cost)**