

Benefits

Specialized Peace Officer Supervisory

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	SPS						
Representation	Safety Employees' Benefit Association						
Contract Date	2015-2017						
Health and Welfare							
Benefit Level	Full Time (61 - 80 hours)						
Medical Premium Subsidy(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	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 *Supervising Deputy Coroner Investigator, Employer Paid—\$60,000						
Leave Provisions							
Vacation	80-160 hours/year						
Sick	3.39 hours						
Holiday	13 + 1 floating/year						
Administrative*	40 hours/year *Supervising Deputy Coroner Investigator II – 80 hours/year (One-time cash-out option during career)						
Annual (Excludes Supervising Coroner Investigator II)	40 hour/year (use it or lose it)						
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	Supervising Deputy Coroner Investigator I/II and Supervising Fraud Investigator I/II <u>County Contribution, based on years of service:</u> 5+ years = .5 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 service from date of hire. <u>County Contribution, based on completed years of regular service:</u> After 1 year = 0.5% of biweekly base salary 5+ years = 1.5% of biweekly 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 Supervisor I elects Blue Shield Signature HMO and Cigna Dental Care 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 Supervisor I 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 Supervisor I 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)**