

Benefits

Attorneys

Union Code	Attorney
Representation	SBCPAA
Contract Date	2008-2011
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Medical Premium Subsidies (MPS)	Effective July 18, 2009 Employee Only \$147.33 Employee + 1 \$297.31 Employee + 2 \$407.39
Medical Opt-Out and Waive	\$40.00
Vision	Employee Only
Psychological	Access through your health care provider
Life Insurance - Employer Paid	\$50,000
Voluntary Life	Eligible
Voluntary AD&D	Eligible
Leaves	
Vacation	80-160 hours/year
Sick	3.39 hours/pay period
Perfect Attendance	Annual Gym Membership or 16 hours of Perfect Attendance Leave
Holiday	13 + 1 floating
Bereavement	2 days (3 if traveling more than 1,000 miles)
Attorney	80 hours (cash-out option)
County Retirement Contribution	Hired Before 6/21/08 – 7%; Hired On/After 6/21/08 0-2.5 Years of Service – 0%, 2.5 or More Years of Service – 7%

457	Eligible
401k	Not Eligible
Other	
Short Term Disability - General	Yes; 55% up to \$959/week
Long Term Disability	Not Eligible
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$75/pp, Employee Contribution
Retirement Medical Trust Fund	Eligible for County Contribution of 1% of salary after 10 years of service, 1.25% of salary after 15 years of service, and 1.5% of salary after 20 years of service
Tuition Reimbursement Bar Dues	\$400/year \$400/year
Qualified Transportation Plan	Pre-tax deductions of up to \$120/month for qualified transportation (commuter) expenses

The County may give you *Benefit Plan Dollars and/or Premium Subsidies* to help off-set the cost for your medical premiums

Example #1: A Child Support Attorney I (full time) elects the Health Net HMO and DeltaCare USA plans with Employee Only coverage.

- \$179.49 (combined cost of premiums)
- \$147.33 (medical premium subsidy)
- \$ 32.16 (out-of-pocket cost)**

Example #2: A Deputy District Attorney II (full time) elects the Kaiser Permanente and Delta Dental PPO plans with Employee +2 or more coverage.

- \$611.75 (combined cost of premiums)
- \$407.39 (medical premium subsidy)
- \$204.36 (out-of-pocket cost)**

Example #3: A Deputy Public Defender III (full time) elects the Health Net HMO and DeltaCare USA plans with Employee + 2 or more coverage.

- \$518.23 (combined cost of premiums)
- \$407.39 (medical premium subsidy)
- \$110.84 (out-of-pocket cost)**

Example #4: A Legal Research Attorney IV (full time) elects the Kaiser Permanente and Delta Dental PPO plans with Employee +2 or more coverage.

- \$611.75 (combined cost of premiums)
- \$407.39 (medical premium subsidy)
- \$204.36 (out-of-pocket cost)**