

# Benefits

## Clerical

<b>Union Code</b>	CLK
<b>Representation</b>	SBPEA
<b>Contract Date</b>	2008-2011
<b>Health and Welfare</b>	
<b>Benefit Level</b>	Full Time (61 - 80 hours)
<b>Benefit Plan \$ Hired BEFORE July 15, 1993</b>	\$190.00
<b>Medical Premium Subsidy (MPS) Hired BEFORE July 15, 1993</b>	<b>Effective July 18, 2009</b> Employee Only \$0 Employee + 1 \$83.16 Employee + 2 \$184.31
<b>Medical Premium Subsidy (MPS) Hired AFTER July 15, 1993</b>	<b>Effective July 18, 2009</b> Health Net HMO Employee Only \$153.36 Kaiser Permanente Employee Only \$174.99 Health Net PPO \$174.99 Employee + 1 \$273.16 Employee + 2 \$374.31
<b>Dental Premium Subsidy (DPS)</b>	Up to \$9.46
<b>Medical Opt-Out</b>	Opt-Out Before 7/23/05 \$133.85 Opt-Out After 7/23/05 \$40.00
<b>Medical Waive</b>	Waived Before 7/23/05 \$190.00 Waived After 7/23/05 \$40.00
<b>Vision</b>	Employee Only
<b>Psychological</b>	Access through your health care provider
<b>Life - Employer Paid</b>	\$20,000
<b>Voluntary Life</b>	Eligible
<b>Voluntary AD&amp;D</b>	Eligible
<b>Leaves</b>	
<b>Vacation</b>	80-160 hours/year
<b>Sick</b>	3.39 hours/pay period
<b>Holiday</b>	13 + floating
<b>Perfect Attendance</b>	Annual Gym Membership or 16 hours of Perfect Attendance Leave
<b>Bereavement</b>	2 Days (3 days if traveling more than 1,000 miles)

Retirement	
<b>Retirement 7% County Contribution</b>	Hired Before July 15, 2008 or 5 years of continuous Regular County Service
<b>457</b>	Eligible
Other	
<b>Short Term Disability -General</b>	Eligible; 55% up to \$959/week
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Medical Expense Reimbursement Plan (Flexible Spending Account)</b>	\$5 - \$75/pp, Employee Contribution
<b>Retirement Medical Trust Fund</b>	Eligible
<b>Annual Tuition Reimbursement</b>	First-come, first-served basis not to exceed \$1,650 per employee
<b>Qualified Transportation Plan</b>	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**

**Hired After July 15, 1993**

**Example #1:** A Fiscal Specialist (full time) elects the Health Net HMO and DeltaCare USA plans with Employee Only coverage.

- \$179.49 (combined cost of premiums)
- \$153.36 (medical premium subsidy)
- \$ 8.18 (dental premium subsidy- 90% of \$9.09)
- \$ 17.95 (out-of-pocket cost)**

**Example #2:** An Office Assistant II (full time) elects the Kaiser Permanente and Delta Dental PPO plans with Employee +2 or more coverage.

- \$611.75 (combined cost of premiums)
- \$374.31 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$227.98 (out-of-pocket cost)**

**Example #3:** A Payroll Specialist (full time) elects the Health Net HMO and DeltaCare USA plans with Employee + 2 or more coverage.

- \$518.23 (combined cost of premiums)
- \$374.31 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$134.36 (out-of-pocket cost)**

**Hired Before July 15, 1993**

**Example #4:** A Sheriff's Custody Assistant (full time) elects the Kaiser Permanente and Delta Dental PPO plans with Employee +2 or more coverage.

- \$611.75 (combined cost of premiums)
- \$190.00 (Benefit Plan Dollars)
- \$184.31 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$227.98 (out-of-pocket cost)**