

**Benefits by Occupational Unit – Specialized Peace Officer
Hired AFTER 10/04/05**

Union Code	SPO	
Representation	SEBA	
Contract Date	2005-2008	
Health and Welfare		
Benefit Level	Full Time (61 - 80 hours)	Part Time (40 - 60 hours)
Benefit Plan \$	\$0.00	\$0.00
Medical Premium Subsidies (MPS)	Employee Only \$153.93 Employee + 1 \$329.00 Employee + 2 \$450.87	Employee Only \$76.97 Employee + 1 \$164.50 Employee + 2 \$225.44
Medical Opt-Out	Before 7/9/05 \$85.00 After 7/9/05 \$25.00	Before 7/9/05 \$42.50 After 7/9/05 \$12.50
Medical Waive	\$125	\$62.50
Vision	Employee Only	Employee Only (41+ hours)
Psychological	EAP Only	EAP Only
Life - Employer Paid	\$50,000	\$25,000
AD&D – Employer Paid	\$60,000	\$30,000
Voluntary Life	Yes	Yes
Voluntary AD&D	Yes	Yes
Variable Universal Life	Yes	Yes
Leaves		
Vacation	80-160 hours/year	80-160 hours/year (pro rata accrual)
Sick	3.39 hours/pay period	3.39 hours/pay period (pro rata accrual)
Holiday	13 + floating	13 + floating (pro rata accrual)
Bereavement	2 days	2 days

Retirement		
Retirement 7% County Contribution	Yes	Yes
457	Yes	Yes
401k	No	No
Other		
Short Term Disability - General	Yes; 55% up to \$917/week	Yes; 55% up to \$917/week
Long Term Disability	No	No
Dependent Child Care Assistance	Yes	Yes
Health Flex Spending Acct	\$5 - \$100/pp, Employee Contribution	\$5 - \$100/pp, Employee Contribution
Retiree Medical Expense Reimbursement Plan	1+ years: County contributes .5% 5+ years: County contributes 1% 10+ years: sick leave conversion	1+ years: County contributes .5% 5+ years: County contributes 1% 10+ years: sick leave conversion
Tuition Reimbursement	First come-first served basis not to exceed \$3,000/fiscal year	First come-first served basis not to exceed \$3,000/fiscal year
Qualified Transportation Plan	Pre-tax deductions of up to \$115/month for qualified transportation (commuter) expenses	Pre-tax deductions of up to \$115/month for qualified transportation (commuter) expenses