

# Benefits

## Specialized Peace Officer

<b>Union Code</b>	SPO
<b>Representation</b>	SEBA
<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 January 28, 1989</b>	\$125.00
<b>Medical Premium Subsidies (MPS) Hired BEFORE January 28, 1989</b>	<b>Effective July 18, 2009</b> Employee Only \$32.81 Employee + 1 \$212.23 Employee + 2 \$337.14
<b>Medical Premium Subsidies (MPS) Hired AFTER January 28, 1989</b>	<b>Effective July 18, 2009</b> Employee Only \$157.81 Employee + 1 \$337.23 Employee + 2 \$462.14
<b>Medical Opt-Out</b>	\$25.00
<b>Medical Waive</b>	\$40.00
<b>Vision</b>	Employee Only
<b>Psychological</b>	Access through your health care provider
<b>Life - Employer Paid</b>	\$50,000
<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

Retirement	
<b>Retirement 7% County Contribution</b>	Hired Before January 27, 2009 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 - \$100/pp, Employee Contribution
<b>Retirement Medical Trust Fund</b>	<p><b><u>Non-Safety</u></b> Eligible for County contribution of 0.5% of salary after 1 year of service and 1.0% of salary after 5 years of service</p> <p><b><u>Safety Hired BEFORE January 28, 1989</u></b> Eligible for County contribution of 1% of salary</p>
<b>Annual Tuition Reimbursement</b>	First-come, first-served basis not to exceed \$3,000 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 January 28, 1989**

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

- \$179.49 (combined cost of premiums)
- \$157.81 (medical premium subsidy)
- \$ 21.68 (out-of-pocket cost)**

**Example #2:** A Probation Corrections Officer (full time) elects the Kaiser Permanente and Delta Dental PPO plans with Employee +2 or more coverage.

- \$611.75 (combined cost of premiums)
- \$462.14 (medical premium subsidy)
- \$149.61 (out-of-pocket cost)**

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

- \$518.23 (combined cost of premiums)
- \$462.14 (medical premium subsidy)
- \$ 56.09 (out-of-pocket cost)**

**Hired Before January 28, 1989**

**Example #4:** A Probation Corrections Officer (full time) elects the Kaiser Permanente and Delta Dental PPO plans with Employee +2 or more coverage.

- \$611.75 (combined cost of premiums)
- \$125.00 (Benefit Plan Dollars)
- \$337.14 (medical premium subsidy)
- \$149.61 (out-of-pocket cost)**