

Benefits

Technical and Inspection

Union Code	TI
Representation	SBPEA
Contract Date	2008-2011
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Benefit Plan \$ Hired BEFORE July 15, 1993	\$190.00
Medical Premium Subsidy (MPS) Hired BEFORE July 15, 1993	Effective July 18, 2009 Employee Only \$0 Employee + 1 \$83.16 Employee + 2 \$184.31
Medical Premium Subsidy (MPS) Hired AFTER July 15, 1993	Effective July 18, 2009 Health Net HMO Employee Only \$153.36 Kaiser Permanente Employee Only \$174.99 Health Net PPO Employee Only \$174.99 Employee + 1 \$273.16 Employee + 2 \$374.31
Dental Premium Subsidy (DPS)	Up to \$9.46
Medical Opt-Out	Opt-Out Before 7/23/05 \$133.85 Opt-Out After 7/23/05 \$40.00
Medical Waive	Waived Before 7/23/05 \$190.00 Waived After 7/23/05 \$40.00
Vision	Employee Only
Psychological	Access through your health care provider
Life - Employer Paid	\$35,000
Voluntary Life	Eligible
Voluntary AD&D	Eligible
Leaves	
Vacation	80-160 hours/year
Sick	3.39 hours/pay period
Holiday	13 + floating
Perfect Attendance	Annual Gym Membership or 16 hours of Perfect Attendance Leave
Bereavement	2 Days

Retirement	
Retirement 7% County Contribution	Hired Before July 15, 2008 or 5 years of continuous Regular County Service
457	Eligible
Other	
Short Term Disability -General	Eligible; 55% up to \$959/week
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$75/pp, Employee Contribution
Retirement Medical Trust Fund	Eligible
Annual Tuition Reimbursement	First-come, first-served basis Not to exceed \$600 per employee
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

Hired After July 15, 1993

Example #1: An Animal Control Officer (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 Eligibility Worker 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 Licensed Vocational Nurse I (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 Retirement Specialist II (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)**