

# Benefits

## Exempt – Non Elected

Effective 6/18/11

<b>Union Code</b>	Exempt
<b>Representation</b>	Non-Represented
<b>Contract Date</b>	2008-2011
<b>Health and Welfare</b>	
<b>Benefit Level</b>	Full Time (61 - 80 hours)
<b>Benefit Plan \$</b>	\$0.00
<b>Medical Premium Subsidy (MPS)</b>	Employee Only \$203.70 for HN HMO; \$230.00 for KP, HN PPO Employee + 1 \$352.23 Employee + 2 \$482.64
<b>Dental Premium Subsidy (DPS)</b>	Up to \$9.46
<b>Medical Opt-Out</b>	Before 7/9/05 \$161.54 After 7/9/05 \$40.00
<b>Medical Waive</b>	Before 7/9/05 \$230.00 After 7/9/05 \$40.00
<b>Vision</b>	Employer Paid for Employee & Dependents
<b>Life Insurance - Employer Paid</b>	\$50,000
<b>Voluntary Life</b>	\$10k - \$700k
<b>Voluntary AD&amp;D</b>	\$10k - \$250k
<b>Variable Group Universal Life County Contribution</b>	Group A – 100% of 1x Annual Salary Group B – 50% of 1x Annual Salary Group C – 25% of 1x Annual Salary Group D – 25% of 1x Annual Salary
<b>Leaves (effective pp 01/11)</b>	
<b>Vacation</b>	80-160 Hours/Year (Maximum carryover of 480 hours, with exceptions. Unused balance in excess of cap will automatically cash out in pay period 1)
<b>Sick</b>	3.69 Hours/Pay Period
<b>Holiday</b>	13 + Floating (Maximum carryover of 112 hours, with exceptions. Unused balance in excess of cap will automatically cash out in pay period 1)
<b>Bereavement</b>	2 Days (3 days if traveling more than 1,000 miles)
<b>Perfect Attendance (Groups C and D)</b>	16 Hours of Perfect Attendance Leave (use-it or lose-it)
<b>Administrative</b>	80 Hours (Use-it or lose-it. One opportunity during employment to exercise cash-out option)
<b>Retirement</b>	
<b>Retirement County Contribution</b>	Group A \$442.53/PP Group B \$236.41/PP Group C \$152.17/PP Group D \$94.67/PP
<b>457(b)</b>	Groups A & B – County contribution 1 time Employee contribution, up to 1% Groups C & D – County contribution .5 time Employee contribution, up to .5%
<b>401(k)</b>	Groups A, B, & C – County contribution 2 times Employee contribution, up to 8% Group D – County contribution 2 times Employee contribution, up to 6%

<b>Other</b>	
<b>Short Term Disability</b>	55% up to \$1,442/Week (eff. 01/01/12)
<b>Long Term Disability</b>	60% up to \$10,000/Month
<b>Dependent Care Assistance Plan</b>	Up to \$5,000/Year
<b>Medical Expense Reimbursement Plan (FSA)</b>	\$10 - \$100/PP Maximum Employee Contribution; plus: Up to \$40/PP County Match
<b>Retirement Medical Trust Fund</b>	5-9 years = 1% of bi-weekly salary 10-15 years= 1.75% bi-weekly salary 16 or more years = 2.75% bi-weekly salary
<b>Annual Tuition Reimbursement</b>	\$1,000 per Employee
<b>Healthy Lifestyle Program</b>	Health Club Membership Up To \$324/Year And Annual Physical Exam
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$230/month for qualified transportation (commuter) expenses
<b>Portable Communication Device Allowance</b>	Groups A & B – biweekly allowance of \$92.31
<b>Automobile Allowance</b>	Groups A & B, Assistant Sheriffs, Sheriff's Deputy Chiefs – biweekly allowance of \$561.54 with no mileage reimbursement, provided Employee is not assigned a County vehicle

**The County gives you *Benefit Plan Dollars* to help off-set the cost for your medical premiums**

**Example #1:** An Undersheriff (full time) elects the Kaiser Permanente and Delta Dental PPO plans with Employee + 2 or more coverage:

\$747.56 (combined cost of premiums)  
 - \$482.64 (medical premium subsidy)  
 - \$ 9.46 (dental premium subsidy)  
**\$255.46 (out-of-pocket cost)**

**Example #2:** The County Surveyor (full time) elects the Health Net HMO and DeltaCare USA plans with Employee + 2 or more coverage.

\$617.78(combined cost of premiums)  
 - \$482.64 (medical premium subsidy)  
 - \$ 9.46 (dental premium subsidy)  
**\$ 125.68 (out-of-pocket cost)**

**Example #3:** The Chief Probation Officer elects the Health Net HMO and Delta Dental PPO plans with Employee + 1.

\$477.71 (combined cost of premiums)  
 - \$352.23 (medical premium subsidy)  
 - \$ 9.46 (dental premium subsidy)  
**\$ 116.02 (out-of-pocket cost)**