



Specialized Peace Officer

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	Sheriff's Employees' Benefit Association	
Contract Date	2020-2024	
Health and Welfare		
Benefit Level	Full Time (61 – 80 hours)	
Medical Premium Subsidy (MPS)	Employee Only	\$175.75
	Employee + 1	\$372.99
	Employee + 2	\$510.96
Medical Opt-Out	\$25.00	
Medical Waive	\$40.00	
Vision	Employer paid for Employee Only Coverage Employee may purchase dependent coverage:	
	<u>Coverage Level</u>	<u>Bi-Weekly Rate</u>
	Employee +1	\$3.16
	Employee +2 or more	\$8.81
Life Insurance Employer Paid	\$50,000	
Voluntary Term Life	Employee: \$10,000 - \$700,000 Spouse/Domestic Partner: \$10,000 - \$250,000 Child(ren): \$5,000 - \$20,000	
Voluntary AD&D	Employee: \$10,000 - \$250,000 Spouse/Domestic Partner: \$5,000 - \$125,000 Child(ren): \$3,125 - \$25,000 *Deputy Coroner Investigator, Employer Paid—\$60,000	
Leave Provisions		
Vacation	80-160 hours/year	
Sick	3.39 hours	
Holiday	13 + 1 floating/year	
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299	-OR- Annual 16 hours of Perfect Attendance Leave
Retirement		
Retirement Formulas <i>Reciprocity provision may apply</i>	Tier I 2.0% at age 55 Hired PRIOR TO January 1, 2013	Tier II 2.5% at age 67 Hired ON or AFTER January 1, 2013
Retirement – Other		

457(b)	Deputy Coroner Investigator and Fraud Investigator <u>County Contribution, based on years of continuous service:</u> 5+ years = 1/2 for 1 Match up to 1% of Salary
Retirement Medical Trust Fund - Sick Leave Conversion	Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 10 years of continuous County service from date of hire.
Retirement Medical Trust Fund - County Contribution	<u>County Contribution, based on years of service:</u> <u>Employees Hired Prior to March 12, 2020</u> After 1 year = 0.5% of bi-weekly base salary 5+ years = 1.50% of bi-weekly base salary 20+ years = 1.75% of bi-weekly base salary <u>Employees Hired After March 14, 2020</u> 10+ years = 1.5% of bi-weekly base salary 16+ years = 2.00% of bi-weekly base salary
Other	
529 Education Savings Plan	Eligible
Annual Tuition Reimbursement	First-come, first-served basis not to exceed \$3,000 per employee per fiscal year
Dependent Care Assistance Plan	Eligible
Flexible Spending Account (FSA)	Annual Maximum: \$2,700 or \$100.00 per pay period for 27 pay periods
Qualified Transportation Plan	Pre-tax deductions of up to \$270/month for qualified transportation (commuter) expenses
Uniform Allowance	Deputy Coroner Investigator \$400
Short Term Disability	55% up to \$1,300/week
Long Term Disability	Covered under SEBA policy

The County provides a *Medical Premium Subsidy* biweekly to help off-set the cost of your medical premium.

Example #1: A Probation Corrections Officer elects Blue Shield Signature HMO and DeltaCare USA DHMO plans with Employee Only coverage.

\$269.30 (combined cost of medical and dental premiums)
- \$175.75 (medical premium subsidy)
\$ 93.55 (biweekly out-of-pocket cost)

Example #2: A Probation Corrections Officer elects Kaiser Permanente Traditional HMO and Delta DPPO plans with Employee + 2 or more coverage.

\$923.15 (combined cost of medical and dental premiums)
- \$510.96 (medical premium subsidy)
\$412.19 (biweekly out-of-pocket cost)

Example #3: A Probation Corrections Officer elects Blue Shield Signature HMO and DeltaCare USA DHMO plans with Employee + 2 or more coverage.

\$751.28 (combined cost of medical and dental premiums)
- \$510.96 (medical premium subsidy)
\$240.32 (biweekly out-of-pocket cost)