



Specialized Peace Officer Supervisory

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)	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">Employee Only</td> <td style="width: 50%; text-align: right;">\$175.75</td> </tr> <tr> <td>Employee + 1</td> <td style="text-align: right;">\$372.99</td> </tr> <tr> <td>Employee + 2</td> <td style="text-align: right;">\$510.96</td> </tr> </table>	Employee Only	\$175.75	Employee + 1	\$372.99	Employee + 2	\$510.96
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Employee + 1	\$372.99						
Employee + 2	\$510.96						
Medical Opt-Out	\$25.00						
Medical Waive	\$40.00						
Vision	<p>Employer paid for Employee Only Coverage Employee may purchase dependent coverage:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Coverage Level</u></th> <th style="text-align: right;"><u>Bi-Weekly Rate</u></th> </tr> </thead> <tbody> <tr> <td>Employee +1</td> <td style="text-align: right;">\$3.16</td> </tr> <tr> <td>Employee +2 or more</td> <td style="text-align: right;">\$8.81</td> </tr> </tbody> </table>	<u>Coverage Level</u>	<u>Bi-Weekly Rate</u>	Employee +1	\$3.16	Employee +2 or more	\$8.81
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Employee +1	\$3.16						
Employee +2 or more	\$8.81						
Life Insurance Employer Paid	\$50,000						
Voluntary Term Life	\$10,000 - \$700,000						
Voluntary Term Life - Dependents	<p>Employee: \$10,000 - \$250,000 Spouse/Domestic Partner: \$10,000 - \$250,000 Child(ren): \$5,000 - \$20,000</p>						
Voluntary AD&D	<p>Employee: \$10,000 - \$250,000 Spouse/Domestic Partner: \$5,000 - \$125,000 Child(ren): \$3,125 - \$25,000 *Supervising Deputy Coroner Investigator, Employer Paid—\$60,000</p>						
Leave Provisions							
Vacation	80-160 hours/year						
Sick	3.39 hours						
Holiday	13 + 1 floating/year						
Administrative*	<p>40 hours/year *Supervising Deputy Coroner Investigator II – 80 hours/year (One-time cash-out option during career)</p>						
Annual*	<p>40 hour/year (use it or lose it) *Supervising Coroner Investigator II – None</p>						
Perfect Attendance	<p>Annual Gym Membership Reimbursement up to \$299 -OR- Annual 16 hours of Perfect Attendance Leave</p>						
Retirement							

Retirement Formulas <i>Reciprocity provision may apply</i>	<u>Tier I</u> 2.0% at age 55 Hired PRIOR TO January 1, 2013	<u>Tier II</u> 2.5% at age 67 Hired ON or AFTER January 1, 2013
	Retirement – Other	
457(b)	Supervising Deputy Coroner Investigator I/II and Supervising Fraud Investigator I/II <u>County Contribution, based on years of continuous service:</u> 5+ years = ½ 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 completed years of regular 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/year	
Dependent Care Assistance Plan	Eligible	
Long Term Disability	Covered under SEBA policy	
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	
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 Supervisor I elects Blue Shield Signature HMO and DeltaCare USA DHMO plans with Employee Only coverage.

\$269.30 (combined cost of medical and dental premiums)
 - \$175.755 (medical premium subsidy)
\$ 93.55 (biweekly out-of-pocket cost)

Example #2: A Probation Corrections Supervisor I 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 (out-of-pocket cost)