



Exempt – Non Elected

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	Non-Represented							
Contract Date	March 21, 2015							
Health and Welfare								
Benefit Level	Full Time (61 – 80 hours)							
Medical Premium Subsidy (MPS)	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Employee Only</td> <td style="text-align: right;">\$230.00</td> </tr> <tr> <td>Employee + 1</td> <td style="text-align: right;">\$352.23</td> </tr> <tr> <td>Employee + 2</td> <td style="text-align: right;">\$482.64</td> </tr> </table>	Employee Only	\$230.00	Employee + 1	\$352.23	Employee + 2	\$482.64	
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Dental Premium Subsidy (DPS)	Up to \$9.46							
Medical Opt-Out	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Before 7/9/05</td> <td style="text-align: right;">\$161.54</td> </tr> <tr> <td>After 7/9/05</td> <td style="text-align: right;">\$40.00</td> </tr> </table>	Before 7/9/05	\$161.54	After 7/9/05	\$40.00			
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Vision	Employer Paid for Employee & Dependent Coverage							
Life Insurance Employer Paid	\$50,000							
Voluntary Term Life	\$10,000 - \$700,000							
Voluntary AD&D	\$10,000 - \$250,000							
Variable Group Universal Life County Contribution	Group A – 100% of 1x Annual Salary Group B – 50% of 1x Annual Salary or 100% of ½x Annual Salary Group C – 25% of 1x Annual Salary Group D – 25% of 1x Annual Salary							
Leave Provisions (effective PP 01/11)								
Vacation	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)							
Sick	3.69 hours							
Bereavement	2 days per occurrence (3 if traveling > 1,000 miles)							
Holiday	13 + 1 floating/year (Maximum carryover of 112 hours, with exceptions. Unused balance in excess of cap will automatically cash out in pay period 1)							
Administrative	80 hours/year One opportunity during employment to exercise cash-out option							
Perfect Attendance (Groups C and D)	16 hours of Perfect Attendance Leave							
Retirement								
Tier I Hired PRIOR TO January 1, 2013 reciprocity provision may apply	2.0% at age 55 <i>SAFETY – 3% at age 50</i>							
	<u>Supplemental Contribution</u> <table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Group A</td> <td style="text-align: right;">\$442.53</td> </tr> <tr> <td>Group B</td> <td style="text-align: right;">\$236.41</td> </tr> <tr> <td>Group C</td> <td style="text-align: right;">\$152.17</td> </tr> <tr> <td>Group D</td> <td style="text-align: right;">\$ 94.67</td> </tr> </table>	Group A	\$442.53	Group B	\$236.41	Group C	\$152.17	Group D
Group A	\$442.53							
Group B	\$236.41							
Group C	\$152.17							
Group D	\$ 94.67							
Tier II Hired ON or AFTER January 1, 2013 reciprocity provision may apply	2.5% at age 67 <i>SAFETY – 2.7% at age 57</i>							

Retirement – Other	
457(b) Eligible to enroll at any time	Groups A & B = County contribution 1 times Employee contribution, up to 1% Groups C & D = County contribution ½ times Employee contribution, up to ½%
401(k) Eligible to enroll at any time	Groups A, B, & C=County contribution 2 times Employee contribution, up to 8% Group D = County contribution 2 times Employee contribution, up to 6%
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 5 or more years of participation with SBCERA and/or other public retirement system(s).
Retirement Medical Trust Fund - County Contribution	<u>County Contribution, based on years of participation in a Public Retirement System:</u> 5-9 years = 1.00% of biweekly base salary 10-15 years = 1.75% biweekly base salary 16+ years = 2.75% biweekly base salary
Other	
Annual Tuition Reimbursement	\$1,000 per Employee
Automobile Allowance	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
Dependent Care Assistance Plan	Eligible
Healthy Lifestyle Program	Health Club Membership Reimbursement, up to \$324/year and Annual Physical Exam
Long Term Disability	60% up to \$10,000/month
Medical Expense Reimbursement Plan (Flexible Spending Account)	Max. \$98.07 employee contribution per pay period Plus up to \$40 County Match
Portable Communication Device Allowance	Groups A & B – biweekly allowance of \$92.31
Qualified Transportation Plan	Pre-tax deductions of up to \$255/month for qualified transportation (commuter) expenses
Short Term Disability	55% up to \$1,673/week

The County offers *Premium Subsidies biweekly* to help off-set the cost of your medical and dental premiums.

Example 1: The Undersheriff elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage:

\$838.66 (combined cost of premiums)
- \$482.64 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
\$346.56 (biweekly out-of-pocket cost)

Example 2: The County Surveyor elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee + 2 or more coverage:

\$663.03 (combined cost of premiums)
- \$482.64 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
\$170.93 (biweekly out-of-pocket cost)

Example 3: The Chief Probation Officer elects Blue Shield Signature HMO and Cigna Dental PPO plans with Employee + 1:

\$499.88 (combined cost of premiums)
- \$352.23 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
\$138.19 (biweekly out-of-pocket cost)