



PSD Contract Employees - 12 Month Contract

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	None			
Contract Date	July 12, 2016			
Health and Welfare				
Length of Contract	12 Months			
Medical Premium Subsidy (MPS)	\$194.90			
Medical Opt-Out/Waive	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none; text-align: center;"> Opt-Out or Waive PRIOR TO July 9, 2005: \$85 </td> <td style="width: 10%; border: none; text-align: center; vertical-align: middle;"> </td> <td style="width: 40%; border: none; text-align: center;"> Opt-Out or Waive ON or AFTER July 9, 2005: \$40 </td> </tr> </table>	Opt-Out or Waive PRIOR TO July 9, 2005: \$85		Opt-Out or Waive ON or AFTER July 9, 2005: \$40
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Medical/Dental Insurance	Eligible to Enroll			
Vision	Employer Paid for Employee Only Coverage			
Life Insurance Employer Paid	\$25,000			
Leave Provisions				
Vacation	80-160 hours/year			
Sick	3.39 hours			
Bereavement	2 days per occurrence (3 if traveling > 1,000 miles)			
Holiday	13 days/year			
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299 -OR- Annual 16 hours of Perfect Attendance Leave			
Retirement				
<u>Tier I</u> Hired PRIOR TO January 1, 2013 reciprocity provision may apply	2.0% at age 55			
<u>Tier II</u> Hired ON or AFTER January 1, 2013 reciprocity provision may apply	2.5% at age 67			
Retirement – Other				
457(b)	Eligible to enroll at any time			
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 or more years of participation with SBCERA and/or other public retirement system(s).			

Other	
Annual Tuition Reimbursement	Based on contract provisions
Short Term Disability	55% up to \$1,173/week

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

Example 1: A PSD Contract Employee elects Blue Shield HMO and Cigna Dental Care HMO plans with Employee Only coverage.

$$\begin{array}{r}
 \$238.28 \text{ (combined cost of premiums)} \\
 - \underline{\$194.90} \text{ (medical premium subsidy)} \\
 \hline
 \mathbf{\$ 43.38 \text{ (biweekly out-of-pocket cost)}}
 \end{array}$$

Example 2: A PSD Contract Employee elects Kaiser Permanente HMO and Cigna Dental PPO plans with Employee + 2 or more coverage.

$$\begin{array}{r}
 \$838.66 \text{ (combined cost of premiums)} \\
 - \underline{\$194.90} \text{ (medical premium subsidy)} \\
 \hline
 \mathbf{\$643.76 \text{ (biweekly out-of-pocket cost)}}
 \end{array}$$

Example 3: A PSD Contract Employee elects Blue Shield HMO and Cigna Dental Care HMO plans with Employee + 2 or more coverage.

$$\begin{array}{r}
 \$663.03 \text{ (combined cost of premiums)} \\
 - \underline{\$194.90} \text{ (medical premium subsidy)} \\
 \hline
 \mathbf{\$468.13 \text{ (biweekly out-of-pocket cost)}}
 \end{array}$$