



Specialized Peace Officer Supervisory

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	Safety Employees' Benefit Association	
Contract Date	2015-2017	
Health and Welfare		
Benefit Level	Full Time (61 – 80 hours)	
Medical Premium Subsidy (MPS)	Employee Only	\$166.75
	Employee + 1	\$355.66
	Employee + 2	\$483.70
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	\$3.57
	Employee +2 or more	\$9.55
Life Insurance Employer Paid	\$50,000	
Voluntary Term Life	\$10,000 - \$700,000	
Voluntary AD&D	\$10,000 - \$250,000 *Supervising Deputy Coroner Investigator, Employer Paid—\$60,000	
Leave Provisions		
Vacation	80-160 hours/year	
Sick	3.39 hours	
Holiday	13 + 1 floating/year	
Administrative*	40 hours/year *Supervising Deputy Coroner Investigator II – 80 hours/year (One-time cash-out option during career)	
Annual*	40 hour/year (use it or lose it) *Supervising Coroner Investigator II – None	
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299	-OR- Annual 16 hours of Perfect Attendance Leave
Retirement		
Tier I Hired PRIOR TO January 1, 2013 reciprocity provision may apply	2.0% at age 55	
Tier II Hired ON or AFTER January 1, 2013 reciprocity provision may apply	2.5% at age 67	

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> After 1 year = 0.5% of bi-weekly base salary 5+ years = 1.0% of bi-weekly base salary 20+ years = 1.25% of bi-weekly base salary
Other	
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
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$98.07 employee contribution per pay period
Qualified Transportation Plan	Pre-tax deductions of up to \$255/month for qualified transportation (commuter) expenses
Short Term Disability	55% up to \$1,173/week

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 Cigna Dental Care HMO plans with Employee Only coverage.

\$238.28 (combined cost of medical and dental premiums)
- \$166.75 (medical premium subsidy)
\$ 71.53 (biweekly out-of-pocket cost)

Example #2: A Probation Corrections Supervisor I elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

\$838.66 (combined cost of medical and dental premiums)
- \$483.70 (medical premium subsidy)
\$354.96 (out-of-pocket cost)

Example #3: A Probation Corrections Supervisor I elects Blue Shield HMO and Cigna Dental HMO plans with Employee + 2 or more coverage.

\$663.03 (combined cost of medical and dental premiums)
- \$483.70 (medical premium subsidy)
\$179.33 (biweekly out-of-pocket cost)