



Safety

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	Sheriff's Employees' Benefit Association						
Contract Date	2016-2019						
Health and Welfare							
Medical Premium Subsidy (MPS) Blue Shield Signature HMO	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Employee Only</td> <td style="text-align: right;">\$178.60</td> </tr> <tr> <td>Employee + 1</td> <td style="text-align: right;">\$357.20</td> </tr> <tr> <td>Employee + 2</td> <td style="text-align: right;">\$505.43</td> </tr> </table>	Employee Only	\$178.60	Employee + 1	\$357.20	Employee + 2	\$505.43
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Medical Premium Subsidy (MPS) Kaiser Permanente and Blue Shield PPO	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Employee Only</td> <td style="text-align: right;">\$197.75</td> </tr> <tr> <td>Employee + 1</td> <td style="text-align: right;">\$407.22</td> </tr> <tr> <td>Employee + 2</td> <td style="text-align: right;">\$576.23</td> </tr> </table>	Employee Only	\$197.75	Employee + 1	\$407.22	Employee + 2	\$576.23
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Medical Opt-Out or Waive	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; text-align: center;">\$138.46 (hired on or before 12/24/87)</td> <td style="width: 50%; text-align: center;">\$20.00 (hired after 12/24/87)</td> </tr> </table>	\$138.46 (hired on or before 12/24/87)	\$20.00 (hired after 12/24/87)				
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Vision	Employer Paid for Employee & Dependent Coverage						
Life Insurance Employer Paid	Not Eligible						
Voluntary Term Life	\$10,000 - \$700,000						
Voluntary AD&D	Not Eligible						
Leave Provisions							
Annual Leave (instead of Vacation and Holiday)	176-256 hours/year						
Sick	3.69 hours						
Court Holidays	Must Use Annual Leave						
Retirement							
Tier 1 (Hired prior to 1/1/2013, reciprocity provision may apply)	3.0% at age 50						
Tier 2 (Hired on or after 1/1/2013, reciprocity provision may apply)	2.7% at age 57						
Retirement – Other							
457(b)	Eligible to enroll at any time						
Retirement Medical Trust Fund – Sick Leave Conversion	Upon separation from the County, employees who have 10 or more years participation with SBCERA and/or other public retirement system(s) will have their unused sick leave converted to the Retirement Medical Trust based on the conversion table in the applicable Memoranda of Understanding.						

Retirement Medical Trust Fund – County Contribution (Effective September 17, 2016)	<u>County Contribution, based on years of completed regular County service:</u> 1-9 years = 0.25% of biweekly base salary 10-15 years = 1.00% of biweekly base salary 16+ years = 2.25% of biweekly base salary
Other	
Annual Tuition Reimbursement	First-come, first-served basis not to exceed \$2,000/year
Annual Uniform Allowance	\$1,200/year
Dependent Care Assistance Plan	Eligible
Long Term Disability	Eligible through SEBA
Medical Expense Reimbursement Plan (Flexible Spending Account)	Employee Contribution max \$98.07/pay period
Qualified Transportation Plan	Pre-tax deductions of up to \$255/month for qualified transportation (commuter) expenses
Short Term Disability	Not Eligible

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

Example #1: A Sheriff's Deputy elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$238.28 (combined cost of premiums)
- \$178.60 (medical premium subsidy)
- \$59.68 (biweekly out-of-pocket cost)**

Example #2: A Sheriff's Deputy elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$838.66 (combined cost of premiums)
- \$576.23 (medical premium subsidy)
- \$262.43 (biweekly out-of-pocket cost)**