



PSD Contract Employees - 12 Month Contract

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Contract Date	June 28, 2014		
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-right: 1px solid black; text-align: center;"> Opt-Out or Waive PRIOR TO July 9, 2005: \$85 </td> <td style="width: 50%; 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	
529 Education Savings Plan	Eligible
Annual Tuition Reimbursement	Based on contract provisions
Qualified Transportation Plan	Pre-tax deductions of up to \$260/month for qualified transportation (commuter) expenses
Short Term Disability	55% up to \$1,216/week, up to 52 weeks

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 DeltaCare USA DHMO plans with Employee Only coverage.

$$\begin{array}{r}
 \$250.96 \text{ (combined cost of premiums)} \\
 - \ \$194.90 \text{ (medical premium subsidy)} \\
 \hline
 \mathbf{\$ 56.06 \text{ (biweekly out-of-pocket cost)}}
 \end{array}$$

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

$$\begin{array}{r}
 \$898.55 \text{ (combined cost of premiums)} \\
 - \ \$194.90 \text{ (medical premium subsidy)} \\
 \hline
 \mathbf{\$703.65 \text{ (biweekly out-of-pocket cost)}}
 \end{array}$$

Example 3: A PSD Contract Employee elects Blue Shield HMO and DeltaCare USA DHMO plans with Employee + 2 or more coverage.

$$\begin{array}{r}
 \$699.38 \text{ (combined cost of premiums)} \\
 - \ \$194.90 \text{ (medical premium subsidy)} \\
 \hline
 \mathbf{\$504.48 \text{ (biweekly out-of-pocket cost)}}
 \end{array}$$