



Professional

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	Service Employees International Union, Local 721						
Contract Date	2016-2019						
Health and Welfare							
Benefit Level	Full Time (61 - 80 hours)						
Medical Premium Subsidy (MPS) effective July 23, 2016	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Employee Only</td> <td style="text-align: right;">\$194.90</td> </tr> <tr> <td>Employee + 1</td> <td style="text-align: right;">\$334.57</td> </tr> <tr> <td>Employee + 2</td> <td style="text-align: right;">\$473.43</td> </tr> </table>	Employee Only	\$194.90	Employee + 1	\$334.57	Employee + 2	\$473.43
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Employee + 1	\$334.57						
Employee + 2	\$473.43						
Medical Premium Subsidy (MPS) for grandfathered employee only plan coverage	<p>Same as listed above, except for the following: Employee was hired or entered unit before July 12, 2014 and elected and maintained Employee Only Coverage in the following plans:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Kaiser Permanente Employee Only</td> <td style="text-align: right;">\$230.25</td> </tr> <tr> <td>Blue Shield PPO Employee Only</td> <td style="text-align: right;">\$230.25</td> </tr> </table>	Kaiser Permanente Employee Only	\$230.25	Blue Shield PPO Employee Only	\$230.25		
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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 7/23/05</td> <td style="text-align: right;">\$133.85</td> </tr> <tr> <td>After 7/23/05</td> <td style="text-align: right;">\$40.00</td> </tr> </table>	Before 7/23/05	\$133.85	After 7/23/05	\$40.00		
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Medical Waive	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Before 7/23/05</td> <td style="text-align: right;">\$190.00</td> </tr> <tr> <td>After 7/23/05</td> <td style="text-align: right;">\$40.00</td> </tr> </table>	Before 7/23/05	\$190.00	After 7/23/05	\$40.00		
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Vision	Employer Paid for Employee Only Coverage						
Life Insurance Employer Paid	\$35,000						
Voluntary Term Life	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Employee: \$10,000 - \$700,000</td> <td></td> </tr> <tr> <td>Spouse/Domestic Partner: \$10,000 - \$250,000</td> <td></td> </tr> <tr> <td>Child(ren): \$5,000 - \$20,000</td> <td></td> </tr> </table>	Employee: \$10,000 - \$700,000		Spouse/Domestic Partner: \$10,000 - \$250,000		Child(ren): \$5,000 - \$20,000	
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Voluntary AD&D	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Employee: \$10,000 - \$250,000</td> <td></td> </tr> <tr> <td>Spouse/Domestic Partner: \$5,000 - \$125,000</td> <td></td> </tr> <tr> <td>Child(ren): \$3,125 - \$25,000</td> <td></td> </tr> </table>	Employee: \$10,000 - \$250,000		Spouse/Domestic Partner: \$5,000 - \$125,000		Child(ren): \$3,125 - \$25,000	
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Child(ren): \$3,125 - \$25,000							
Leave Provisions							
Vacation	80-160 hours/year						
Sick	3.39 hours/pay period						
Bereavement	2 days per occurrence (3 if traveling > 1,000 miles)						
Holiday	13 + 1 floating/year						
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299 -OR- 16 hours Perfect Attendance Leave						

Retirement	
Tier 1 (Hired prior to 1/1/2013, reciprocity provision may apply)	2.0% at age 55
Tier 2 (Hired on or after 1/1/2013, reciprocity provision may apply)	2.5% at age 67
Retirement - Other	
457(b) Eligible to enroll at any time	Employees shall be eligible to participate upon hire. After one year of continuous service in a regular position, County will match half the employee contribution up to .5%.
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	<u>County Contribution, based on continuous years of service:</u> 10-14 years = 1.00% of bi-weekly base salary 15-19 years = 1.25% of bi-weekly base salary 20+ years = 1.50% of bi-weekly base salary
Other	
529 Education Savings Plan	Eligible
Annual Tuition Reimbursement	\$400/year
Dependent Care Assistance Plan	Eligible
Flexible Spending Account (FSA)	Annual maximum contribution of \$2,600
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

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

Example #1: A Cytotechnologist *hired before July 12, 2014* elects and maintains Kaiser Permanente and DeltaCare USA DHMO plans with Employee Only coverage.

- \$300.39 (combined cost of premiums)
- \$230.25 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 60.68 (biweekly out-of-pocket cost)**

Example #2: An Investment Analyst *hired after July 12, 2014* elects Kaiser Permanente and DeltaCare USA DHMO plans with Employee only coverage.

- \$300.39 (combined cost of premiums)
- \$194.90 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 96.03 (biweekly out-of-pocket cost)**

Example #3: A Senior Curator elects Blue Shield HMO and Delta Dental PPO plans with Employee + 2 or more coverage.

- \$758.69 (combined cost of premiums)
- \$473.43 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$275.80 (biweekly out-of-pocket cost)**