



Specialized Peace Officer

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	Sheriff's Employees' Benefit Association						
Contract Date	2015-2017						
Health and Welfare							
Benefit Level	Full Time (61 – 80 hours)						
Medical Premium Subsidy (MPS)	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Employee Only</td> <td style="text-align: right;">\$169.25</td> </tr> <tr> <td>Employee + 1</td> <td style="text-align: right;">\$360.99</td> </tr> <tr> <td>Employee + 2</td> <td style="text-align: right;">\$490.96</td> </tr> </table>	Employee Only	\$169.25	Employee + 1	\$360.99	Employee + 2	\$490.96
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Employee + 1	\$360.99						
Employee + 2	\$490.96						
Medical Opt-Out	\$25.00						
Medical Waive	\$40.00						
Vision	<p>Employer paid for Employee Only Coverage Employee may purchase dependent coverage:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;"><u>Coverage Level</u></td> <td style="width: 50%;"><u>Bi-Weekly Rate</u></td> </tr> <tr> <td>Employee +1</td> <td style="text-align: right;">\$3.57</td> </tr> <tr> <td>Employee +2 or more</td> <td style="text-align: right;">\$9.55</td> </tr> </table>	<u>Coverage Level</u>	<u>Bi-Weekly Rate</u>	Employee +1	\$3.57	Employee +2 or more	\$9.55
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Employee +1	\$3.57						
Employee +2 or more	\$9.55						
Life Insurance Employer Paid	\$50,000						
Voluntary Term Life	<p>Employee: \$10,000 - \$700,000 Spouse/Domestic Partner: \$10,000 - \$250,000 Child(ren): \$5,000 - \$20,000</p>						
Voluntary AD&D	<p>Employee: \$10,000 - \$250,000 Spouse/Domestic Partner: \$5,000 - \$125,000 Child(ren): \$3,125 - \$25,000 *Deputy Coroner Investigator, Employer Paid—\$60,000</p>						
Leave Provisions							
Vacation	80-160 hours/year						
Sick	3.39 hours						
Holiday	13 + 1 floating/year						
Perfect Attendance	<table style="width: 100%; border: none;"> <tr> <td style="width: 33%;">Annual Gym Membership Reimbursement up to \$299</td> <td style="width: 33%; text-align: center;">-OR-</td> <td style="width: 33%;">Annual 16 hours of Perfect Attendance Leave</td> </tr> </table>	Annual Gym Membership Reimbursement up to \$299	-OR-	Annual 16 hours of Perfect Attendance Leave			
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Retirement							
Tier 1 Hired PRIOR TO January 1, 2013 reciprocity provision may apply	2.0% at age 55						
Tier 2 Hired ON or AFTER January 1, 2013 reciprocity provision may apply	2.5% at age 67						

Retirement – Other	
457(b)	Deputy Coroner Investigator and Fraud Investigator <u>County Contribution, based on years of continuous service:</u> 5+ years = 1/2 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 years of 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	
529 Education Savings Plan	Eligible
Annual Tuition Reimbursement	First-come, first-served basis not to exceed \$3,000 per employee per fiscal 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
Long Term Disability	Covered under SEBA policy

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

Example #1: A Probation Corrections Officer elects Blue Shield HMO and DeltaCare USA DHMO plans with Employee Only coverage.

\$250.96 (combined cost of medical and dental premiums)
- \$169.25 (medical premium subsidy)
\$ 81.71 (biweekly out-of-pocket cost)

Example #2: A Probation Corrections Officer elects Kaiser Permanente and Delta DPPO plans with Employee + 2 or more coverage.

\$898.55 (combined cost of medical and dental premiums)
- \$490.96 (medical premium subsidy)
\$407.59 (out-of-pocket cost)

Example #3: A Probation Corrections Officer elects Blue Shield HMO and DeltaCare USA DHMO plans with Employee + 2 or more coverage.

\$699.38 (combined cost of medical and dental premiums)
- \$490.96 (medical premium subsidy)
\$208.42 (biweekly out-of-pocket cost)