



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 <i>Effective July 8, 2017</i>	Employee Only \$181.28 Employee + 1 \$362.56 Employee + 2 \$513.01
Medical Premium Subsidy (MPS) Kaiser Permanente and Blue Shield PPO <i>Effective July 8, 2017</i>	Employee Only \$200.72 Employee + 1 \$413.33 Employee + 2 \$584.87
Medical Opt-Out or Waive	\$138.46 (completed 18 yrs of service as of 12/24/2005) \$20.00 (all other)
Vision	Employer Paid for Employee & Dependent Coverage
Life Insurance Employer Paid	Not Eligible
Voluntary Term Life	Employee: \$10,000 - \$700,000 Spouse/Domestic Partner: \$10,000 - \$250,000 Child(ren): \$5,000 - \$20,000
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	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).
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	
529 Education Savings Plan	Eligible
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
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	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 DeltaCare USA HMO plans with Employee Only coverage.

- \$250.96 (combined cost of premiums)
- \$181.28 (medical premium subsidy)
- \$69.68 (biweekly out-of-pocket cost)**

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

- \$898.55 (combined cost of premiums)
- \$584.87 (medical premium subsidy)
- \$313.68 (biweekly out-of-pocket cost)**