



PSD Contract Employees - 12 Month Contract

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	Teamsters Local 1932	
Contract Date	2018-2020	
Health and Welfare		
Length of Contract	12 Months	
Medical Premium Subsidy (MPS)	\$194.90	
Medical Opt-Out/Waive	Opt-Out or Waive PRIOR TO July 9, 2005: \$85	Opt-Out or Waive ON or AFTER July 9, 2005: \$40
Medical/Dental Insurance	Eligible to Enroll	
Vision	Employer Paid for Employee Only Coverage	
Life Insurance Employer Paid	\$25,000	
Voluntary AD&D	Employee: \$10,000 - \$250,000 Spouse/Domestic Partner: \$5,000 - \$125,000 Child(ren): \$3,125 - \$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		
Retirement Formulas <i>Reciprocity provision may apply</i>	<u>Tier I</u> 2.0% at age 55 Hired PRIOR TO January 1, 2013	<u>Tier II</u> 2.5% at age 67 Hired ON or AFTER January 1, 2013
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
Dependent Care Assistance Plan	Eligible
Qualified Transportation Plan	Pre-tax deductions of up to \$265/month for qualified transportation (commuter) expenses
Short Term Disability	55% up to \$1,252/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.

$$\begin{array}{r}
 \$263.51 \text{ (combined cost of premiums)} \\
 - \underline{\$194.90} \text{ (medical premium subsidy)} \\
 \mathbf{\$ 68.61 \text{ (biweekly out-of-pocket cost)}}
 \end{array}$$

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

$$\begin{array}{r}
 \$907.44 \text{ (combined cost of premiums)} \\
 - \underline{\$194.90} \text{ (medical premium subsidy)} \\
 \mathbf{\$712.54 \text{ (biweekly out-of-pocket cost)}}
 \end{array}$$

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

$$\begin{array}{r}
 \$734.90 \text{ (combined cost of premiums)} \\
 - \underline{\$194.90} \text{ (medical premium subsidy)} \\
 \mathbf{\$540.00 \text{ (biweekly out-of-pocket cost)}}
 \end{array}$$