



# Specialized Peace Officer

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Representation</b>	Sheriff's Employees' Benefit Association	
<b>Contract Date</b>	2016-2019	
<b>Health and Welfare</b>		
<b>Benefit Level</b>	Full Time (61 – 80 hours)	
<b>Medical Premium Subsidy (MPS)</b>	Employee Only	\$169.25
	Employee + 1	\$360.99
	Employee + 2	\$490.96
<b>Medical Opt-Out</b>	\$25.00	
<b>Medical Waive</b>	\$40.00	
<b>Vision</b>	Employer paid for Employee Only Coverage Employee may purchase dependent coverage:	
	<u>Coverage Level</u>	<u>Bi-Weekly Rate</u>
	Employee +1	\$3.16
	Employee +2 or more	\$8.81
<b>Life Insurance Employer Paid</b>	\$50,000	
<b>Voluntary Term Life</b>	Employee: \$10,000 - \$700,000 Spouse/Domestic Partner: \$10,000 - \$250,000 Child(ren): \$5,000 - \$20,000	
<b>Voluntary AD&amp;D</b>	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	
<b>Leave Provisions</b>		
<b>Vacation</b>	80-160 hours/year	
<b>Sick</b>	3.39 hours	
<b>Holiday</b>	13 + 1 floating/year	
<b>Perfect Attendance</b>	Annual Gym Membership Reimbursement up to \$299	-OR- Annual 16 hours of Perfect Attendance Leave
<b>Retirement</b>		
<b>Retirement Formulas</b> <i>Reciprocity provision may apply</i>	<b><u>Tier I</u></b> <b>2.0% at age 55</b> Hired PRIOR TO January 1, 2013	<b><u>Tier II</u></b> <b>2.5% at age 67</b> Hired ON or AFTER January 1, 2013

<b>Retirement – Other</b>	
<b>457(b)</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
<b>Retirement Medical Trust Fund - Sick Leave Conversion</b>	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.
<b>Retirement Medical Trust Fund - County Contribution</b>	<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
<b>Other</b>	
<b>529 Education Savings Plan</b>	Eligible
<b>Annual Tuition Reimbursement</b>	First-come, first-served basis not to exceed \$3,000 per employee per fiscal year
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Flexible Spending Account (FSA)</b>	Annual Maximum: \$2,650 or \$101.92 per pay period for 26 pay periods
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$265/month for qualified transportation (commuter) expenses
<b>Short Term Disability</b>	55% up to \$1,252/week
<b>Long Term Disability</b>	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.

\$263.41 (combined cost of medical and dental premiums)  
- \$169.25 (medical premium subsidy)  
**\$ 94.16 (biweekly out-of-pocket cost)**

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

\$907.44 (combined cost of medical and dental premiums)  
- \$490.96 (medical premium subsidy)  
**\$416.48 (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.

\$734.90 (combined cost of medical and dental premiums)  
- \$490.96 (medical premium subsidy)  
**\$243.94 (biweekly out-of-pocket cost)**