



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	Employee Only	\$184.00
	Employee + 1	\$368.00
	Employee + 2	\$520.71
Medical Premium Subsidy (MPS) Kaiser Permanente and Blue Shield PPO	Employee Only	\$203.73
	Employee + 1	\$419.53
	Employee + 2	\$593.65
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		
Retirement Formulas <i>Reciprocity provision may apply</i>	<u>Tier I</u> 3.0% at age 50 Hired PRIOR TO January 1, 2013	<u>Tier II</u> 2.7% at age 57 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).	

Retirement Medical Trust Fund – County Contribution (Effective September 17, 2016)	<u>County Contribution, based on years of completed regular County service:</u> 0-9 years = .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: \$2,650 or \$101.92 per pay period for 26 pay periods
Qualified Transportation Plan	Pre-tax deductions of up to \$265/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.

- \$263.51 (combined cost of premiums)
- \$184.00 (medical premium subsidy)
- \$79.51 (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.

- \$907.44 (combined cost of premiums)
- \$593.65 (medical premium subsidy)
- \$313.79 (biweekly out-of-pocket cost)**