



Professional

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	Service Employees International Union, Local 721	
Contract Date	2020-2024	
Health and Welfare		
Benefit Level	Full Time (61 - 80 hours)	
Medical Premium Subsidy (MPS)	Employee Only	\$198.82
	Employee + 1	\$341.30
	Employee + 2	\$482.94
Medical Premium Subsidy (MPS) for grandfathered employee only plan coverage	Same as listed above, except for the following: Employee was hired or entered unit before July 12, 2016 and elected and maintained Employee Only Coverage in the following plans:	
	Kaiser Permanente Employee Only	\$230.25
	Blue Shield PPO Employee Only	\$230.25
Dental Premium Subsidy (DPS)	Up to \$9.46	
Medical Opt-Out	Before 7/23/05	\$133.85
	After 7/23/05	\$40.00
Medical Waive	Before 7/23/05	\$190.00
	After 7/23/05	\$40.00
Vision	Employer Paid for Employee Only Coverage	
Life Insurance Employer Paid	\$35,000	
Voluntary Term Life	Employee: \$10,000 - \$700,000 Spouse/Domestic Partner: \$10,000 - \$250,000 Child(ren): \$5,000 - \$20,000	
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/pay period	
Bereavement	2 days per occurrence (3 if traveling > 1,000 miles)	
Holiday	13 + 1 floating/year	
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299 -OR- 16 hours Perfect Attendance Leave	
Retirement		
Retirement Formulas <i>Reciprocity provision may apply</i>	Tier I 2.0% at age 55 Hired PRIOR TO January 1, 2013	Tier II 2.5% at age 67 Hired ON or AFTER January 1, 2013

Retirement - Other	
457(b) Eligible to enroll at any time	All employees in bargaining unit covered by the MOU shall automatically be enrolled in the County's 457 Deferred Compensation Plan and contribute 1.00% of base salary to the plan. Employees may decline participation at any time. After one year of continuous service in a regular position, County will match ½ times employee contribution up to ½%.
Retirement Medical Trust Fund – Sick Leave Conversion	Upon separation from the County, employees who have 10 or more years participation with SBCERA and/or other public retirement system(s) will have their unused sick leave converted to the Retirement Medical Trust based on the conversion table in the applicable Memoranda of Understanding.
Retirement Medical Trust Fund County Contribution	<u>County Contribution, based on continuous years of service:</u> 10-14 years = 1.00% of bi-weekly base salary 15-19 years = 1.25% of bi-weekly base salary 20+ years = 1.50% of bi-weekly base salary
Other	
529 Education Savings Plan	Eligible
Annual Tuition Reimbursement	\$400/year
Dependent Care Assistance Plan	Eligible
Flexible Spending Account (FSA)	Annual Maximum: \$2,700 or \$103.84 per pay period for 26 pay periods Employees who select the County-sponsored Blue Shield Access + HMO or Kaiser Choice HMO plan and elect to enroll in the FSA shall be eligible for up to a \$10.00 per pay period match to be credited on a quarterly basis.
Qualified Transportation Plan	Pre-tax deductions of up to \$270/month for qualified transportation (commuter) expenses
Short Term Disability	55% up to \$1,300/week
Modified Benefit Option (MBO)	Certain eligible classifications have the option to elect the MBO in lieu of the traditional benefit option, refer to your MOU for details

The County provides *Premium Subsidies* biweekly to help off-set the cost of your medical and dental premiums.

Example #1: A Cytotechnologist *hired before July 12, 2014* elects and maintains Kaiser Permanente Traditional HMO and DeltaCare USA DHMO plans with Employee Only coverage.

- \$308.73 (combined cost of premiums)
- \$230.25 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 69.02 (biweekly out-of-pocket cost)**

Example #2: An Investment Analyst *hired after July 12, 2014* elects Kaiser Permanente Traditional HMO and DeltaCare USA DHMO plans with Employee only coverage.

- \$308.73 (combined cost of premiums)
- \$198.82 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 100.45 (biweekly out-of-pocket cost)**

Example #3: A Senior Curator elects Blue Shield Signature HMO and Delta Dental PPO plans with Employee + 2 or more coverage.

- \$811.61 (combined cost of premiums)
- \$482.94 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$319.21 (biweekly out-of-pocket cost)**

Example #4: A Social Service Practitioner elects Blue Shield Access+ HMO and DeltaCare USA DHMO plans with Employee only coverage.

- \$235.28 (combined cost of premiums)
- \$198.82 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 27.00 (biweekly out-of-pocket cost)**