



# Safety

**ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED**

<b>Representation</b>	Sheriff's Employees' Benefit Association	
<b>Contract Date</b>	2019-2024	
<b>Health and Welfare</b>		
<b>Medical Premium Subsidy (MPS)</b>	Employee Only	\$194.00
	Employee + 1	\$388.00
	Employee + 2	\$550.71
<b>Medical Premium Subsidy (MPS) Kaiser Permanente Traditional HMO and Blue Shield PPO</b>	Employee Only	\$213.73
	Employee + 1	\$439.53
	Employee + 2	\$623.65
<b>Medical Opt-Out or Waive</b>	\$138.46 (completed 18 yrs of service as of 12/24/2005)	\$20.00 (all other)
<b>Vision</b>	Employer Paid for Employee & Dependent Coverage	
<b>Life Insurance Employer Paid</b>	Not Eligible	
<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>	Not Eligible	
<b>Leave Provisions</b>		
<b>Annual Leave (instead of Vacation and Holiday)</b>	176-256 hours/year	
<b>Sick</b>	3.69 hours/pay period	
<b>Court Holidays</b>	Must Use Annual Leave	
<b>Retirement</b>		
<b>Retirement Formulas</b> <i>Reciprocity provision may apply</i>	<b>Tier I</b> 3.0% at age 50 Hired PRIOR TO January 1, 2013	<b>Tier II</b> 2.7% at age 57 Hired ON or AFTER January 1, 2013
<b>Retirement – Other</b>		
<b>457(b)</b>	All employees newly hired in the bargaining unit 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.	
<b>Retirement Medical Trust Fund – Sick Leave Conversion</b>	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.	

<b>Retirement Medical Trust Fund – County Contribution</b>	<u>County Contribution, based on years of completed regular County service:</u> 1 – 9 years = .25% of biweekly base salary 10 – 15 years = 2.00% of biweekly base salary 16 – 20 years = 3.00% of biweekly base salary 20 – 24 years = 4.00% of biweekly base salary 25+ years = 5.00% of biweekly 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 \$2,000/year
<b>Annual Uniform Allowance</b>	\$1,200/year
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Long Term Disability</b>	Eligible through SEBA
<b>Flexible Spending Account (FSA)</b>	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 the Kaiser Choice HMO Plan and elect to enroll in the FSA are eligible for up to a \$10.00 per pay period match to the FSA, to be credited on a quarterly basis.
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$265/month for qualified transportation (commuter) expenses
<b>Short Term Disability</b>	Not Eligible

The County provides a **Premium Subsidy** biweekly to help off-set the cost of your medical premium.

**Example #1:** A Sheriff's Deputy elects Blue Shield Access+ HMO and DeltaCare USA HMO plans with Employee Only coverage.

\$235.28 (combined cost of premiums)  
- \$194.00 (medical premium subsidy)  
**\$41.28 (biweekly out-of-pocket cost)**

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

\$923.15 (combined cost of premiums)  
- \$623.65 (medical premium subsidy)  
**\$299.50 (biweekly out-of-pocket cost)**

**Example #3:** A Sheriff's Deputy elects Kaiser Permanente Choice HMO and Delta Dental PPO plans with Employee + 2 or more coverage.

\$811.92 (combined cost of premiums)  
- \$550.71 (medical premium subsidy)  
**\$261.21 (biweekly out-of-pocket cost)**