



Safety Management and Supervisory

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	Sheriff's Employees' Benefit Association	
Contract Date	2019-2024	
Health and Welfare		
Medical Premium Subsidy (MPS)	Employee Only \$204.00 Employee + 1 \$391.69 Employee + 2 \$519.34	
Medical Premium Subsidy (MPS) Kaiser Traditional HMO & Blue Shield PPO	Employee Only \$210.39 Employee + 1 \$418.83 Employee + 2 \$593.54	
Medical Opt-Out or Waive	\$150.93 (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		
Vacation	80-160 hours/year, w/cash-out option up to 80 hours/year if 80 hours of vacation used in previous year	
Sick	3.39 hours/pay period	
Bereavement	2 days per occurrence (3 if traveling > 1,000 miles)	
Holidays	10 days + 32 floating hours/year	
Administrative	40 or 80 hours/year, for eligible classifications	
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)	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.	

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 years of completed regular County service:</u> 1 – 9 years = 0.25% of biweekly base salary 10-15 years = 2.00% of biweekly base salary 16-19 years = 3.00% of biweekly base salary 20-24 years = 4.00% of biweekly base salary 25+ years = 5.00% of biweekly base salary
Other	
529 Education Savings Plan	Eligible
Annual Tuition Reimbursement	First-come, first-served basis not to exceed \$4,000/year
Annual Uniform Allowance	\$900/year
Dependent Care Assistance Plan	Eligible
Long Term Disability	Eligible through SEBA
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 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.
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 Sergeant elects Blue Shield Access+ HMO and DeltaCare USA DHMO plans with Employee Only coverage.

\$235.28 (combined cost of premiums)
- \$204.00 (medical premium subsidy)
\$ 31.28 (biweekly out-of-pocket cost)

Example #2: A DA Supervising Investigator elects Kaiser Choice HMO and Delta Dental PPO plans with Employee + 2 or more coverage.

\$811.92 (combined cost of premiums)
- \$519.34 (medical premium subsidy)
\$292.58 (biweekly out-of-pocket cost)

Example #3: A Sheriff's Lieutenant elects Blue Shield Signature HMO and DeltaCare USA DHMO plans with Employee Only coverage.

\$269.30 (combined cost of premiums)
- \$204.00 (medical premium subsidy)
\$ 65.30 (biweekly out-of-pocket cost)