



Salary Resolution - Department/Agency Heads

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Salary Resolution	Revised July 11, 2023
Health and Welfare	
Benefit Level	Full-time (80 hours/1.0 FTE)
Medical	<p>Semi-Monthly County Contribution Effective June 1, 2024 – May 31, 2025</p> <p>\$446.50 Employee Only \$893.00 Employee +1 \$1,262.50 Employee +2 or more</p>
Dental	<p>\$45.15 – Semi-Monthly County Contribution \$14.13 – Semi-Monthly Employee Contribution</p>
Vision	County Paid (\$7.45 Semi-Monthly)
Basic Life Insurance – County Paid	2-times Annual Salary
Supplemental Life – Employee Paid	1, 2, 3, or 4 times Basic Life (not to exceed \$500,000 when combined with Basic Life)
Dependent Life – Employee Paid	\$5,000 per Eligible Dependent
Accidental Death & Dismemberment – County Paid	2-times Annual Salary
Leave Provisions	
Vacation/Administrative Leave	<p><u>Non-Elected</u> Accrue up to 7.55 – 10.31 hours, based on years of service, not to exceed 500 hours</p> <p><u>Elected</u> Accrue 77 hours administrative leave per year</p>
Holiday	12 holidays per year 1 floating holiday per year (no carryover or cash-out)
Sick – Non-Elected Only	Accrue up to 3.68 hours
Paid Parental Leave	320 hours annually (subject to eligibility requirements)
Compassionate	Up to 32 Hours per eligible occurrence

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Retirement - Pension	
Tier 1 (Retirement system membership on or before 12/31/2012. Reciprocity provision may apply)	General – 3% at 60 Safety – 3% at 50
Tier 2 (Retirement system membership on or after 1/1/2013)	General – 2% at 62; 2.5% at 67 Safety – 2% at 50; 2.7% at 57
<i>Elected Officials and Elected Department Heads are not automatically enrolled and must elect to join the retirement system.</i>	
Retirement – Other	
Incentive Retirement Savings Plan (IRSP)	3% County (Foundation) Contribution in 401(a)
457 - Voluntary Deferred Compensation	County match of Employee contribution, up to 1% of base salary in 401(a) (optional)
Retiree Medical Plan – Hired Prior to January 1, 2009	See Salary Resolution for eligibility requirements
Retiree Health Reimbursement Account (HRA) – Hired on or after January 1, 2009	\$2,400 Lump Sum Deposit upon meeting eligibility criteria; then \$0.88 per eligible pay status hour (Approximately \$1,830 per year)
Other Benefits	
Automobile Expense Allowance (No overnight County assigned vehicle)	Non-Elected – \$215 Elected – \$320
Staff Development Reimbursement	\$1,000 per Fiscal Year
Wellness/Emergency Preparedness Lump Sum	\$1,000 paid in July each year
Dependent Care Assistance Program (DCAP)	Employee Paid (Optional)
Health Flexible Spending Account (FSA)	Employee Paid (Optional)
Long Term Disability	County Paid
Employee Assistance Program (EAP)	County Paid

Semi-Monthly Medical Premium Out-of-Pocket Cost – Examples based on 2024/2025 medical plan premiums

Example #1: Employee elects Kaiser Permanente HMO with Employee Only coverage.

\$565.81 Premium
 - \$446.50 County Contribution
\$119.31 Employee Semi-Monthly Out-of-Pocket Cost

Example #2: Employee elects Sutter Health Plus HMO with Employee + 1 dependent coverage.

\$811.70 Premium
 - \$811.70 County Contribution
\$0.00 Employee Semi-Monthly Out-of-Pocket Cost

Example #3: Employee elects Western Health Advantage HMO with Employee + 2 or more dependents coverage.

\$1,124.21 Premium
 - \$1,124.21 County Contribution
\$0.00 Employee Semi-Monthly Out-of-Pocket Cost

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