



Salary Resolution – Unrepresented and Confidential

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 style="text-align: center;">Semi-Monthly County Contribution Effective June 1, 2024 – May 31, 2025</p> <p style="text-align: right;">\$446.50 Employee Only \$893.00 Employee +1 \$1,262.50 Employee +2 or more</p>
Dental	<p style="text-align: center;">\$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	1.5 times Annual Salary
Supplemental Life – Employee Paid <u>Confidential (51)</u> <u>Unrepresented (00)</u>	<p style="text-align: center;">1, 2, 3, or 4 times Basic Life</p> <p style="text-align: center;">Elect coverage in \$10,000 Increments (not to exceed \$500,000 when combined with Basic Life)</p>
Dependent Life – Employee Paid	\$5,000 per Eligible Dependent
Accidental Death & Dismemberment – County Paid	1.5 times Annual Salary
Leave Provisions	
Vacation – Accrual based on years of service	<p style="text-align: center;">Accrue up to 4.94 – 8.01 hours Maximum accrual not to exceed 280 -360 hours</p>
Vacation Savings Plan (VSP)	Set aside up to 20 hours of base pay each plan year during years 3 through 5
Holiday	<p style="text-align: center;">12 holidays per year 1 Floating Holiday per year (No carryover or cash-out)</p>
Sick	Accrue up to 3.68 hours
Paid Parental Leave	320 hours (subject to eligibility requirements)
Compassionate	Up to 32 Hours per eligible occurrence

In the case of conflict between the information presented in this summary and the current Salary Resolution, the Salary Resolution determines the benefit. This document does not constitute a contract. Benefits are subject to change. For benefit details, please refer to the Salary Resolution or Memorandum of Understanding in effect for this employee group.

Revised: April 8, 2024

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
Retirement – Other	
401(a) Deferred Compensation	1.9% Base Salary - County contribution
457 - Voluntary Deferred Compensation	County match of 1 time 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	
Staff Development Reimbursement	\$500 per Fiscal Year
Wellness/Emergency Preparedness Lump Sum	Paid annually as Lump Sum on first July paycheck \$750 per year
Dependent Care Assistance Program (DCAP)	Employee Paid (Optional)
Health Flexible Spending Account	Employee Paid (Optional)
Short Term Disability – Confidential Only	Employee Paid through SEIU Union Insurance Services
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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