



COUNTY OF EL DORADO
BARGAINING UNIT: EL (ELECTED)
 UNREPRESENTED

BENEFIT		COUNTY CONTRIBUTION	DETAILS
MEDICAL		Varies by plan	3 Blue Shield PPOs (1 standard and 2 ABHP) 2 Kaiser HMOs (1 standard and 1 ABHP)
DENTAL		Varies by plan	Delta Dental PPO + Premier (<i>Mandatory participation if electing medical</i>)
VISION		Varies by plan	VSP Choice (<i>Mandatory participation if electing medical</i>)
OPTIONAL BENEFIT PLAN		\$6,240 per year	Paid out as cash.
FLEXIBLE SPENDING ACCOUNT (FSA)		None	Employees may contribute pre-tax monies via payroll deduction: HCRA (medical expenses) & DCRA (dependent care expenses - i.e., daycare)
HEALTH SAVINGS ACCOUNT (HSA)		None	Employees may contribute pre-tax monies via payroll deduction if enrolled in an ABHP medical plan
OPTIONAL LIFE INSURANCE		None	Employees have the option to purchase optional employee, spouse, and child life insurance
RETIREMENT (CalPERS)	MISCELLANEOUS	EPMC: None	Tier 1 - Classic: 2% @ 55 (single highest year final compensation) Tier 2 - Classic: 2% @ 60 (average 3-year final compensation) Tier 3 - PEPR: 2% @ 62 (average 3-year final compensation)
	SAFETY	EPMC: None	Tier 1 - Classic: 3% @ 50 (single highest year final compensation) Tier 2 - Classic: 2% @ 50 (average 3-year final compensation) Tier 3 - PEPR: 2.7% @ 57 (average 3-year final compensation)
DEFERRED COMPENSATION		2.5 - 4.5% base salary per pay period (depending on classification)	
BASIC LIFE INSURANCE		\$100,000 (as of 01/01/2023)	
LONG TERM DISABILITY (LTD)		66.67% of regular monthly earnings (max \$4,000 per month)	
EMPLOYEE ASSISTANCE PROGRAM (EAP)		5 free onsite counseling sessions, childcare and eldercare assistance, financial services, legal services, identity theft recovery services, and daily living services	

Note: The benefit amounts listed are based on full-time employment. This is a summary of benefits only; refer to the Salary and Benefits Resolution and <https://www.edcgov.us/Government/Risk> for details.