



COUNTY OF EL DORADO  
**BARGAINING UNIT: CR (CORRECTIONS)**  
 OPERATING ENGINEERS LOCAL NO. 3

| BENEFIT  | COUNTY CONTRIBUTION  | DETAILS   |
|--|--|---|
| <b>MEDICAL</b>   | 80% of total plan premium  | 3 Blue Shield PPOs (1 standard and 2 ABHP)<br>2 Kaiser HMOs (1 standard and 1 ABHP)<br>2 additional options through OE3 Health Trust  |
| <b>DENTAL</b>  | 80% of total plan premium  | Delta Dental PPO + Premier ( <i>Mandatory participation if electing County medical</i> )  |
| <b>VISION</b>  | 80% of total plan premium  | VSP Choice ( <i>Mandatory participation if electing County medical</i> )  |
| <b>FLEXIBLE SPENDING ACCOUNT (FSA)</b>                     | None   | Employees may contribute pre-tax monies via payroll deduction: HCRA (medical expenses) & DCRA (dependent care expenses - i.e., daycare)   |
| <b>HEALTH SAVINGS ACCOUNT (HSA)</b>                        | None   | Employees may contribute pre-tax monies via payroll deduction if enrolled in an ABHP medical plan   |
| <b>OPTIONAL LIFE INSURANCE</b>                             | None   | Employees have the option to purchase optional employee, spouse, and child life insurance   |
| <b>RETIREMENT (CalPERS)<br/>SAFETY</b>                     | EPMC:<br>None  | Tier 1 - Classic: 3% @ 50 (single highest year final compensation)<br>Tier 2 - Classic: 2% @ 50 (average 3-year final compensation)<br>Tier 3 - PEPR: 2.7% @ 57 (average 3-year final compensation) |
| <b>DEFERRED COMPENSATION</b>                               | None   | Employees may contribute pre-tax monies via payroll deduction   |
| <b>BASIC LIFE INSURANCE</b>                                | \$40,000   |   |
| <b>LONG TERM DISABILITY (LTD)</b>                          | 66.67% of regular monthly earnings (max \$3,000 per month)   |   |
| <b>EMPLOYEE ASSISTANCE PROGRAM (EAP)</b>                   | 5 free counseling sessions, childcare and eldercare assistance, financial services, legal services, identity theft recovery services, and daily living services  |   |
| <b>HOLIDAYS</b>  | 13 regular holidays per year   |   |
| <b>SICK LEAVE</b>  | .04625 per hour in pay status with no limitation on accrual (3.7 hours earned per pay period)  |   |
| <b>VACATION</b>  | <b>1 - 48 months:</b> .03875 per hour in pay status (3.1 hours earned per pay period; 240 max)<br><b>49 - 132 months:</b> .05875 per hour in pay status (4.7 hours earned per pay period; 320 max)<br><b>133+ months:</b> .07750 per hour in pay status (6.2 hours earned per pay period; 320 max) |   |
| <b>OTHER LEAVE</b>   | Up to 24 hours bereavement leave per year  |   |
| <b>EDUCATIONAL INCENTIVE PAY<br/><i>Non-Cumulative</i></b> | 2% of base salary for an AA degree from an accredited institution<br>5% of base salary for a BA/BS degree from an accredited institution<br>5% Max education incentive   |   |

Note: Valid until modified by successor MOU or negotiated agreement. The benefit amounts listed are based on full-time, regular employment. This is a summary of benefits only; refer to the bargaining unit MOU and <https://www.eldoradocounty.ca.gov/County-Government/Human-Resources> for details.  
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