



COUNTY OF EL DORADO
BARGAINING UNIT: UD (DEPARTMENT HEAD)
 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: Tier 1: = 4% Tier 2: = 4% Tier 3: 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: Tier 1: = 5% Tier 2: = 5% Tier 3: 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 | |
| LONG TERM DISABILITY (LTD) | | 66.67% of regular monthly earnings (max \$4,000 per month) | |

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.eldoradocounty.ca.gov/County-Government/Human-Resources> for details.

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| 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 |
| HOLIDAYS | 11 regular holidays and 2 floating holidays per year |
| SICK LEAVE | .04625 per hour in pay status with no limitation on accrual (3.7 hours earned per pay period) |
| VACATION | 1 - 48 months: .05875 per hour in pay status (4.7 hours earned per pay period; 320 max) 49 - 132 months: .07750 per hour in pay status (6.2 hours earned per pay period; 360 max) 133+ months: .09630 per hour in pay status (7.7 hours earned per pay period; 360 max) |
| OTHER LEAVE | Up to 96 hours management leave and 24 hours bereavement leave per year |
| POST CERTIFICATE PAY <i>(Non-Cumulative)</i> | Classification of Undersheriff only 5% of base salary for possession of an Intermediate POST Certificate 10% of base salary for possession of an Advanced POST Certificate 12% of base salary for possession of a Supervisory POST Certificate 13% of base salary for possession of a Management POST Certificate 15% of base salary for possession of an Executive POST Certificate |
| SEVERANCE PAY | Up to six (6) months' base salary consistent with the provisions in the Salary and Benefits Resolution |

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