



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 - PEPRA: 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 - PEPRA: 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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