



COUNTY OF EL DORADO  
**BARGAINING UNIT: CA (CRIMINAL ATTORNEY)**  
 EL DORADO COUNTY CRIMINAL ATTORNEYS' ASSOCIATION

Valid Through June 30, 2021\*

BENEFIT	COUNTY CONTRIBUTION	DETAILS
MEDICAL	65% of total plan premium	3 Blue Shield PPOs (1 standard and 2 ABHP) 2 Kaiser HMOs (1 standard and 1 ABHP)
DENTAL	65% of total plan premium	Delta Dental PPO + Premier ( <i>Mandatory participation if electing medical</i> )
VISION	65% of total plan premium	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)
DEFERRED COMPENSATION	Max \$400 per year dollar-for-dollar matching contribution, plus* 2.5% base biweekly salary.	*For employees with 10+ years of County service
BASIC LIFE INSURANCE	\$40,000	
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	
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	<b>Less than 4 years:</b> .03875 per hour in pay status (3.1 hours earned per pay period; 320 max) <b>4 - 11 years:</b> .05875 per hour in pay status (4.7 hours earned per pay period; 320 max) <b>11+ years:</b> .07750 per hour in pay status (6.2 hours earned per pay period; 320 max)	
LONGEVITY <i>Non-Cumulative</i> (For employees who entered the CA unit on	After 10 years: 5% of base salary After 15 years: 10% of base salary After 20 years: 13% of base salary	

\*Note: Valid until modified by successor MOU or negotiated agreement. The benefit amounts listed are based on full-time employment. This is a summary of benefits only; refer to the bargaining unit MOU and <https://www.edcgov.us/Government/Risk> for details.



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*or before 9/10/2018 only. This benefit will be discontinued effective January 1, 2021.)*

After 25 years: 15% of base salary  
After 30 years: 16% of base salary

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