



COUNTY OF EL DORADO
BARGAINING UNIT: SA (LAW ENFORCEMENT)
 DEPUTY SHERIFFS' ASSOCIATION

CALENDAR YEAR 2020*

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	\$4,108.08 per year	Applied to the employee portion of dental/vision, medical, FSA and HSA (if elected), or 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) 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 - PEPPRA: 2.7% @ 57 (average 3-year final compensation)
DEFERRED COMPENSATION	None	Employees may contribute pre-tax monies via payroll deduction
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		Less than 4 years: .03875 per hour in pay status (3.1 hours earned per pay period; 240 max) 4 - 11 years: .05875 per hour in pay status (4.7 hours earned per pay period; 320 max) 11+ years: .07750 per hour in pay status (6.2 hours earned per pay period; 320 max)
POST CERTIFICATE PAY <i>(In lieu of longevity; not to exceed 12.5%)</i>		6.5% of base salary for possession of an Intermediate POST Certificate 12.5% of base salary for possession of an Advanced POST Certificate
EDUCATIONAL INCENTIVE PAY <i>(Not to exceed 10%)</i>		2% of base salary for an AA degree from an accredited institution 5% of base salary for a BA/BS degree from an accredited institution 5% of base salary for a MA/MS degree from an accredited institution

*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.