



COUNTY OF EL DORADO
BARGAINING UNIT: SM (LAW ENFORCEMENT SWORN MANAGEMENT)
 EL DORADO COUNTY LAW ENFORCEMENT MANAGEMENT ASSOCIATION

Valid Through December 31, 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 also 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 - PEPR: 2.7% @ 57 (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	
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	4 years or less: .03875 per hour in pay status (3.1 hours earned per pay period; 240 max) 5 - 12 years: .05875 per hour in pay status (4.7 hours earned per pay period; 320 max) 12+ years: .07750 per hour in pay status (6.2 hours earned per pay period; 320 max)	
MANAGEMENT LEAVE	80 hours per year	

*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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<p>POST CERTIFICATE PAY <i>(In lieu of longevity; non-cumulative)</i></p>	<p>Tier 1 (all members in SM unit except those in Tier 2): 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</p> <p>Tier 2 (Sheriff's Office only. New SM unit members employed by the Sheriff's Office after 11/15/2011): \$3,500 for possession of an Intermediate POST Certificate (paid over 26 pay periods) \$7,500 for possession of an Advanced POST Certificate (paid over 26 pay periods) \$9,000 for possession of a Supervisory POST Certificate (paid over 26 pay periods) \$9,700 for possession of a Management POST Certificate (paid over 26 pay periods)</p>
<p>LONGEVITY <i>(In lieu of POST; non-cumulative. For employees who entered the SM unit on or before 9/17/2018 only)</i></p>	<p>10 years: 5% of base salary After 15 years: 10% of base salary (discontinued after December 31, 2021) After 20 years: 13% of base salary (discontinued after December 31, 2021) After 25 years: 15% of base salary (discontinued after December 31, 2021) After 30 years: 16% of base salary (discontinued after December 31, 2021)</p>
<p>EDUCATIONAL INCENTIVE PAY <i>(Not to exceed 10%)</i></p>	<p>Classifications of Sheriff's Captain, Sheriff's Lieutenant, and Chief Investigator (D.A.) Only 2.5% of base salary for the FBI National Academy Certification 5% of base salary for Command College Certification 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</p>

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