



COUNTY OF EL DORADO
BARGAINING UNIT: TC (TRADES and CRAFTS)
 OPERATING ENGINEERS LOCAL NO. 3

Valid Through June 30, 2021*

BENEFIT	COUNTY CONTRIBUTION	DETAILS
MEDICAL	80% of total plan premium	3 Blue Shield PPOs (1 standard and 2 ABHP) 2 Kaiser HMOs (1 standard and 1 ABHP) 2 additional options through OE3 Health Trust
DENTAL	80% of total plan premium	Delta Dental PPO + Premier (<i>Mandatory participation if electing medical</i>)
VISION	80% of total plan premium	VSP Choice (<i>Mandatory participation if electing medical</i>)
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)	EPMC: 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)
DEFERRED COMPENSATION	None	Employees may contribute pre-tax monies via payroll deduction
BASIC LIFE INSURANCE	\$20,000	
LONG TERM DISABILITY (LTD)	66.67% of regular monthly earnings (max \$3,000 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	1 - 48 months: .03875 per hour in pay status (3.1 hours earned per pay period; 240 maximum) 49 - 132 months: .05875 per hour in pay status (4.7 hours earned per pay period; 320 maximum) 133+ months: .07750 per hour in pay status (6.2 hours earned per pay period; 320 maximum)	
SUPERVISORY LEAVE	16 hours per year (supervisory classifications only)	
LONGEVITY <i>Non-Cumulative</i> (For employees hired on or before 6/29/2020 only)	After 10 years: 5% of base salary After 15 years: 7.5% of base salary (discontinued after 6/20/2020) After 20 years: 10% of base salary (discontinued after 6/20/2020)	

*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.