



COUNTY OF EL DORADO  
**BARGAINING UNIT: UM (UNREPRESENTED MANAGEMENT)**  
 UNREPRESENTED

CALENDAR YEAR 2020

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)	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 - PEPR: 2% @ 62 (average 3-year final compensation)
DEFERRED COMPENSATION	2.5% base salary per pay period	
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)	

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.edcgov.us/Government/Risk> for details.



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<b>VACATION</b>	<b>1 - 48 months:</b> 03875 per hour in pay status (3.1 hours earned per pay period; 240 max) <b>49 - 132 months:</b> .05875 per hour in pay status (4.7 hours earned per pay period; 320 max) <b>133+ months:</b> .07750 per hour in pay status (6.2 hours earned per pay period; 320 max)
<b>MANAGEMENT LEAVE</b>	80 hours per year
<b>LONGEVITY</b> <b><i>Non-Cumulative</i></b> <i>(For employees hired on or before 11/7/2017 only)</i>	After 10 years: 5% of base salary After 15 years: 10% of base salary After 20 years: 13% of base salary After 25 years: 15% of base salary After 30 years: 16% of base salary

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