



COUNTY OF EL DORADO  
**BARGAINING UNIT: PL (PROFESSIONAL)**  
 EL DORADO COUNTY EMPLOYEES' ASSOCIATION, LOCAL 1, AFSME COUNCIL 57

BENEFIT	COUNTY CONTRIBUTION	DETAILS
<b>MEDICAL</b>	80% of total plan premium	3 Blue Shield PPOs (1 standard and 2 ABHP) 2 Kaiser HMOs (1 standard and 1 ABHP)
<b>DENTAL</b>	80% of total plan premium	Delta Dental PPO + Premier ( <i>Mandatory participation if electing medical</i> )
<b>VISION</b>	80% of total plan premium	VSP Choice ( <i>Mandatory participation if electing medical</i> )
<b>FLEXIBLE SPENDING ACCOUNT (FSA)</b>	None	Employees may contribute pre-tax monies via payroll deduction: HCRA (medical expenses) & DCRA (dependent care expenses - i.e., daycare)
<b>HEALTH SAVINGS ACCOUNT (HSA)</b>	None	Employees may contribute pre-tax monies via payroll deduction if enrolled in an ABHP medical plan
<b>OPTIONAL LIFE INSURANCE</b>	None	Employees have the option to purchase optional employee, spouse, and child life insurance
<b>RETIREMENT (CalPERS)</b> <b>MISCELLANEOUS</b>	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)
<b>DEFERRED COMPENSATION</b>	None	Employees may contribute pre-tax monies via payroll deduction
<b>BASIC LIFE INSURANCE</b>	\$40,000 (as of 01/01/2023)	
<b>LONG TERM DISABILITY (LTD)</b>	66.67% of regular monthly earnings (max \$3,000 per month)	
<b>EMPLOYEE ASSISTANCE PROGRAM (EAP)</b>	5 free counseling sessions, childcare and eldercare assistance, financial services, legal services, identity theft recovery services, and daily living services	
<b>HOLIDAYS</b>	11 regular holidays and 2 floating holidays per year	
<b>SICK LEAVE</b>	.04625 per hour in pay status with no limitation on accrual (3.7 hours earned per pay period)	
<b>VACATION</b>	<b>1 - 48 months:</b> .03875 per hour in pay status (3.1 hours earned per pay period; 240 maximum) <b>49 - 132 months:</b> .05875 per hour in pay status (4.7 hours earned per pay period; 320 maximum) <b>133+ months:</b> .07750 per hour in pay status (6.2 hours earned per pay period; 320 maximum)	

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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