Human Resources
Employee Benefits

Salary Resolution - Administrative Management

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Salary Resolution	Revised July 11, 2023
Health and Welfare	
Benefit Level	Full-time (80 hours/1.0 FTE)
Medical	**Semi-Monthly County Contribution** **Effective August 1, 2023 – May 31, 2024** $425.50 Employee Only $850.50 Employee +1 $1,202.50 Employee +2 or more
Dental	$45.15 – Semi-Monthly County Contribution **$14.13 – Semi-Monthly Employee Contribution**
Vision	County Paid ($7.45 Semi-Monthly)
Basic Life Insurance – County Paid	2-times Annual Salary
Supplemental Life – Employee Paid	1, 2, 3, or 4 times Basic Life (not to exceed $500,000 when combined with Basic Life)
Dependent Life – Employee Paid	$5,000 per Eligible Dependent
Accidental Death & Dismemberment – County Paid	2-times Annual Salary
Leave Provisions	
Vacation/Administrative Leave – Accrual based on years of service	Accrue up to 7.55 – 10.31 hours Maximum accrual not to exceed 500 hours
Holiday	12 holidays per year 1 Floating Holiday per year (No carryover or cash-out)
Sick	Accrue up to 3.68 hours
Paid Parental Leave	320 hours annually (subject to eligibility requirements)
Compassionate	Up to 32 Hours per eligible occurrence

In the case of conflict between the information presented in this summary and the current Salary Resolution, the Salary Resolution determines the benefit. This document does not constitute a contract. Benefits are subject to change. For benefit details, please refer to the Salary Resolution or Memorandum of Understanding in effect for this employee group.

Revised: August 16, 2023

Retirement - Pension	
Tier 1 (Retirement system membership on or before 12/31/2012. Reciprocity provision may apply)	General – 3% at 60 Safety – 3% at 50
Tier 2 (Retirement system membership on or after 1/1/2013)	General – 2% at 62; 2.5% at 67 Safety – 2% at 50; 2.7% at 57
Retirement – Other	
Incentive Retirement Savings Plan (IRSP)	3% County (Foundation) Contribution in 401(a)
457 - Voluntary Deferred Compensation	County match of 1 time Employee contribution, up to 1% of base salary in 401(a) (optional)
Retiree Medical Plan – Hired Prior to January 1, 2009	See Salary Resolution for eligibility requirements
Retiree Health Reimbursement Account (HRA) – Hired on or after January 1, 2009	$2,400 Lump Sum Deposit upon meeting eligibility criteria; then $0.88 per eligible pay status hour (Approximately $1,830 per year)
Other Benefits	
Staff Development Reimbursement	$1,000 per fiscal year
Wellness/Emergency Preparedness Lump Sum	$1,000 paid in July each year
Cell Phone Stipend	$50.00/month for designated employees who use personal cell phone for County business.
Dependent Care Assistance Program (DCAP)	Employee Paid (Optional)
Health Flexible Spending Account (FSA)	Employee Paid (Optional)
Long Term Disability	County Paid
Employee Assistance Plan (EAP)	County Paid

Semi-Monthly Medical Premium Out-of-Pocket Cost – Examples based on 2023/2024 medical plan premiums

Example #1: Employee elects Kaiser Permanente HMO with Employee Only coverage.

$477.17	Premium
- $425.50	County Contribution
$51.67	**Employee Semi-Monthly Out-of-Pocket Cost**

Example #2: Employee elects Sutter Health Plus HMO with Employee + 1 dependent coverage.

$760.40	Premium
- $760.40	County Contribution
$0.00	**Employee Semi-Monthly Out-of-Pocket Cost**

Example #3: Employee elects Western Health Advantage HMO with Employee + 2 or more dependents coverage.

$1,071.34	Premium
- $1,071.34	County Contribution
$0.00	**Employee Semi-Monthly Out-of-Pocket Cost**

In the case of conflict between the information presented in this summary and the current Salary Resolution, the Salary Resolution determines the benefit. This document does not constitute a contract. Benefits are subject to change. For benefit details, please refer to the Salary Resolution or Memorandum of Understanding in effect for this employee group.