Human Resources
Employee Benefits

Western Council of Engineers (WCE)

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Memorandum of Understanding (MOU) Term	July 11, 2023 – June 1, 2026
Representation	Western Council of Engineers (WCE)
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	$34.28 – Semi-Monthly County Contribution **$25.00 – Semi-Monthly Employee Contribution**
Vision	County Paid ($7.45 Semi-Monthly)
Basic Life Insurance – County Paid	1-time Annual Base Salary
Supplemental Life – Employee Paid	1, 2, 3, or 4 times Annual Base Salary (not to exceed $500,000 when combined with Basic Life)
Dependent Life – Employee Paid	$5,000 each Eligible Dependent
Accidental Death & Dismemberment – County Paid	1-time Annual Base Salary
Leave Provisions	
Vacation – Accrual based on years of service	Accrue up to 4.94 - 8.01 hours Maximum accrual not to exceed 280 hours
Vacation Savings Plan (VSP)	Set aside up to 20 hours of base pay each year during years 3 through 5
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 (subject to eligibility requirements)
Compassionate	Up to 32 hours per eligible occurrence

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Revised: August 16, 2023

Retirement - Pension	
Tier 1 (Retirement system membership on or before 12/31/2012. Reciprocity provision may apply)	3% at 60
Tier 2 (Retirement system membership on or after 1/1/2013)	2% at 62; 2.5% at 67
Retirement – Other	
457 - Voluntary Deferred Compensation	Employee Paid (optional)
Retiree Medical Plan – Hired Prior to January 1, 2009	See Memorandum of Understanding 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 $0.58 per eligible pay status hour (Approximately $1200 per year)
Other Benefits	
Staff Development/Wellness Reimbursement	$1,500 per Fiscal Year
Safety Boots/Shoes (Employees regularly assigned to construction, refuse facilities, field operations, and road maintenance - ONLY)	Voucher worth up to $170 for one pair
Dependent Care Assistance Program (DCAP)	Employee Paid (Optional)
Health Flexible Spending Account (FSA)	Employee Paid (Optional)
Employee Assistance Program (EAP)	County Paid
Long-Term Disability	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

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