

COUNTY OF CALAVERAS BENEFIT INFORMATION

The County offers Medical, Dental, and Vision insurance. An employee may opt out of the Medical and take the Cash In Lieu with proof of group coverage. **Rates Effective 01/01/2011**

ALL BARGAINING UNITS			
(Law Enforcement can choose either plan)			
Service	Employee only	Employee + 1	Employee + Family
BLUE CROSS PPO	\$609.16	\$1,218.34	\$1,583.84
DENTAL	\$59.98	\$110.66	\$168.84
VISION	\$13.02	\$18.26	\$31.64
Grand Total	\$682.16	\$1,347.26	\$1,784.32
County Contribution	\$511.75	\$1,009.62	\$1,335.94
Employee Mo. Cost	\$170.41	\$337.64	\$448.38
Employee share out of pocket per pay period.	\$85.21	\$168.82	\$224.19

DSA BARGAINING UNIT			
(Law Enforcement can choose either plan)			
Service	Employee only	Employee + 1	Employee + Family
BLUE CROSS PPO 90/10	\$695.68	\$1,277.96	\$1,623.14
DENTAL	\$59.98	\$110.66	\$168.84
VISION	\$13.02	\$18.12	\$31.64
Grand Total	\$768.68	\$1,406.74	\$1,823.62
County Contribution	\$443.50	\$870.50	\$1,154.00
Employee Mo. Cost	\$325.18	\$536.24	\$669.62
Employee share out of pocket per pay period.	\$162.59	\$268.12	\$334.81

***Employees may select health only. *Dental and Vision must be taken as a package.**

COUNTY OF CALAVERAS HEALTH BENEFIT INFORMATION



Medical Coverage:

Blue Cross—PPO Plan

80/20 Plan

\$20 co-pay

\$500 individual deductible or \$1000 Family

Max out of pocket for individual \$3,000

Max out of pocket for Family \$6,000

DSA Medical Coverage

Blue Cross-PPO Plan

90/10 Plan

\$20 co-pay

\$300 individual deductible or \$900 family.

Max out of pocket for Individual or Family \$5,000

Life time Maximum is none

Cash In Lieu:

Employees may opt out of medical coverage and still elect dental and vision at no cost. You must supply proof of coverage to receive \$300 per month/\$250 for DSA & Sheriff's Mgmt. You must re-enroll in cash in lieu during our annual open enrollment period.



Delta Dental:

No deductible

Max benefit paid per Calendar year \$2,500

Does not cover the orthodontist.

VSP—Vision Service Plan:

Exam covered in full every 12 months

Lenses covered in full every 12 months

Frames covered every 24 months

\$10 co-pay



CALAVERAS COUNTY RETIREMENT INFORMATION & PLANS

CALAVERAS COUNTY DOES NOT PARTICIPATE IN SOCIAL SECURITY

PERS Contributions updated July 2011

CALPERS - ALL BARGAINING UNITS – 2% at 55

(Except DSA, SMU, CCPSEA)

County Contribution.....	12.75%
County Paid employee contribution.....	7.00%
Total contribution.....	20.75%

A contribution of 19.787% based on your calculated income will be paid to [PERS](#) by the County. You must be an active member of PERS for five years in order to be vested. If any employee leaves before they are vested the employee has the option to cash out the employee portion contributed by the County or leave it in their PERS account. Qualifying retirees are eligible to receive a lifetime pension, which at 55, would be equal to 2% of your highest annual pay multiplied by your years of service.

CALPERS - CCPSEA – 2% at 55

(Except Correctional Officers & Probation Officers)

County Contribution.....	13.75%
County Paid employee Contribution.....	7.00%
Total Contribution.....	20.75%

A contribution of 19.787% based on your calculated income will be paid to [PERS](#) by the County. You must be an active member of PERS for five years in order to be vested. If any employee leaves before they are vested the employee has the option to cash out the employee portion contributed by the County or leave it in their PERS account. Qualifying retirees are eligible to receive a lifetime pension, which at 55, would be equal to 2% of your highest annual pay multiplied by your years of service.

CALPERS - CCPSEA – 3% at 50

(Correctional Officers & Probation Officers)

County Contribution.....	32.742%
County Paid employee Contribution.....	7.00%
Employee Contribution.....	2.00%
Total Contribution.....	41.742%

A contribution of 36.795% based on your calculated income will be paid to [PERS](#) by the County. You must be an active member of PERS for five years in order to be vested. If any employee leaves before they are vested the employee has the option to cash out the employee portion contributed by the County or leave it in their PERS account. Qualifying retirees are eligible to receive a lifetime pension, which at 50, would be equal to 3% of your highest annual pay multiplied by your years of service.

CALPERS - DSA – 3% at 50

County Contribution.....	32.742%
County Paid employee contribution.....	9.00%
Total contribution.....	41.742%

A contribution of 36.795% based on your calculated income will be paid to [PERS](#) by the County. You must be an active member of PERS for five years in order to be vested. If any employee leaves before they are vested the employee has the option to cash out the employee portion contributed by the County or leave it in their PERS account. Qualifying retirees are eligible to receive a lifetime pension, which at 50, would be equal to 3% of your highest annual pay multiplied by your years of service.

DEFERRED COMPENSATION

The County offers a 457 Government plan. Employees can contribute up to \$16,500 annually (*based on percentage of income*) to this deferred compensation plan (**Pre-Tax**). The County currently has the following three companies:

- [Hartford](#)
- [ICMA](#)
- [Nationwide](#)

Participating employees (excluding DSA & Sheriff's Mgmt.) will receive a County paid match of up to \$25 a month.

SECTION 125 CAFETERIA PLAN

The County offers a *voluntary* Section 125 plan to its employees, inclusive.

Employees may sign up for the flexible spending accounts during new hire orientation, open enrollment, or wait to call an Administrative Solutions Inc. representative.

Pre-Tax Flexible Spending: Medical Reimbursement – Max contribution of \$3,500 annually

Pre-Tax Flexible Spending: Dependent Care Account – Max contribution of \$5,000 annually

Additional insurance is available through the Section 125 plan and may be purchased from an ASI representative during open enrollment or by appointment when they are on-site.

Pet Insurance
Short Term Disability
Cancer Insurance

Accident Insurance
Life Insurance
Critical Illness with Cancer Insurance

Vacation days:

Date of hire through three complete years of continuous employment=80 hours per year.

3 complete years through 10 years = 120 hours per year

10 years+ = 160 per year

Max accumulation of 320 hours

After 6 months you can take your first week.

Management Time Off (MTO):

Forty hours where applicable.

Holidays:

13 paid holidays per year.

Life Insurance:

\$50,000.00 County paid (including Sheriff's Management).

\$10,000.00 for DSA.

Sick Leave:

12 days annual sick leave accrual with unlimited accumulation.

Sick leave is accrued at 3.69 hours for each full 80 hours of payroll period.

60 hours of sick leave can be used for immediate family, parent spouse, child or sibling.

(DSA) 40 hours of sick leave can be used for immediate family, parent spouse, child or sibling.

Bereavement Leave:

24 hours paid leave for immediately family.

Merit:

After successfully completing twenty-six (26) pay periods, a 5% merit increase *may* be granted. Merit increases may be granted annually thereafter to the top step.

Probation Period:

New employees remain in a probationary status for one year.

Longevity Incentives @ 2.5% for each of the following:

- 5.5 years (if hired before March 28, 2005)
- 6 years
- 10 years
- 15 years
- 20 years
- 25 years

DSA Longevity Incentives @ 2.5% for each of the following:

- 5.5 years
- 15 years

Boot Allowance:

For specific classifications - \$150 per year and is distributed once a year, in the first full pay period in the month of December.

Uniform Allowance:

\$600 per calendar year. Payments will be made monthly on the second pay check. Qualifying classifications: cook, correctional officer, custodian, dispatcher clerk, facility maintenance worker, facility maintenance engineer, mechanic, mechanic’s helper, lead mechanic, public works inspector and animal control officer.

DSA Uniform Allowance:

\$750 per calendar year. Payments of \$62.50 will be made monthly on the second pay check.

K-9 Pay:

\$100 per month for specific DSA job classifications.

DSA EDUCATION INCENTIVES:

AA Degree.....	3.0%
Advanced POST.....	5.0%
AA Degree and Advanced POST Certificate.....	7.5%
BA/BS Degree.....	5.5%
BA/BS and Advanced POST Certificate.....	10.0%
Masters Degree.....	10.0%
POST Supervisory Certificate.....	2.5%

Bi-Lingual pay:

\$50 per month for specific **approved** job classifications.