

MARIPOSA COUNTY SUMMARY OF BENEFITS

KEY: Elected/Appointed Officials (includes Department Heads and Board of Supervisors)

DSA = Deputy Sheriffs' Association

MCMCO = Mariposa County Managerial/Confidential Organization

SEIU = Service Employees International Association

SMA = Sheriff's Management Association

MEDICAL PREMIUMS Effective 1/1/20 County contributes \$500/month to employees who participate

	Anthem HMO Traditional	Blue Shield HMO	Kaiser	PERS Choice
Emp. Only	\$934.95	\$909.87	\$645.24	\$736.28
Emp. & 1 Dep.	\$1,869.90	\$1,819.74	\$1,290.48	\$1,472.56
Emp. & 2+ Deps.	\$2,430.87	\$2,365.66	\$1,677.62	\$1,914.33
	PERS Select	PERS Care	PORAC	United Healthcare
Emp. Only	\$451.54	\$986.66	\$724.00	\$671.60
Emp. & 1 Dep.	\$903.08	\$1,973.32	\$1,449.00	\$1,343.20
Emp. & 2+ Deps.	\$1,174.00	\$2,565.32	\$1,927.00	\$1,746.16

DENTAL Effective 1/1/20 through 12/31/20

Monthly Dental Premium

\$46.60 - single

\$83.90 – employee & 1 dependent

\$127.00 – family

County Contribution

\$47.30 (DSA, SMA, MCMCO, SEIU & Elected/ Apptd Officials)

VISION Effective 1/1/19 through 12/31/20

Monthly Vision Premium (\$25.00 co-pay)

\$8.60 - employee

\$13.10 - employee & 1 dependent

\$128.80 – family

County Contribution

\$8.60 (DSA, SMA, MCMCO, SEIU & Elected/ Apptd Officials)

FLEXIBLE BENEFIT ALLOWANCE

Employees will receive a monthly flexible benefit allowance that may be applied toward the cost of any and all qualified non-taxable benefits under the 125 Plan or taken as cash. Employees can also request that the allowance is applied to deferred compensation. The table below reflects the amounts for each group.

Board of Supervisors	Medical Non-Participant	572.32	DSA	Medical Non-Participant	664.00
	Participant	603.81		Employee Only	602.01
Elected/ Apptd Officials except Board	Medical Non-Participant	664.62	SEIU	Employee +1	690.91
	Participant	690.81		Family	727.01
SMA	Medical Non-Participant	814.62	SEIU	Medical Non-Participant	422.00
	Participant	865.81		Employee Only	291.98
MCMCO	Medical Non-Participant	684.62	SEIU	Employee +1	508.12
	Participant	746.35		Family	730.81

LIFE INSURANCE

County pays for \$10,000/coverage for employee and \$1,000 dependent coverage. MCMCO and SMA employees receive an additional \$20,000 and Elected/Appointed Officials receive an additional \$40,000. Optional additional coverage of up to \$50,000 for employee and up to \$25,000 for dependents is available without a health statement at employee's cost with premium based on age. Additional coverage is also available, at employee cost, with submission of a health statement.

AFLAC

Supplemental insurance policies for accident, cancer, extended care, etc. are available through AFLAC at employee cost.

VACATION AND HOLIDAYS

MCMCO - vacation accrues at the rate of 2 weeks for 0-3 years of service, 3 weeks for 4-9 years of service, and 4 weeks for 10+ years of service. SEIU - vacation accrues at the rate of 2 weeks for 0-2 years of service, 3 weeks for 3-9 years of service, and 4 weeks for 10+ years of service. The County recognizes 11 holidays, 1 floating holiday, and 1 personal holiday. Elected/ Appointed Officials are exempt.

ADMINISTRATIVE LEAVE

Per calendar year, 96 hours of paid administrative leave are available to overtime exempt management employees and Board approved Confidential employees represented by MCMCO; 60 hours for overtime exempt employees represented by SMA.

RETIREMENT

The County contracts with the Public Employee Retirement System (CalPERS) for this benefit in the miscellaneous or safety plans as appropriate. Effective January 1, 2013, all new members to CalPERS, or existing members with more than a 6 month break in service from a qualifying previous public employer, will be enrolled in one of the following CalPERS retirement plans (with three year average final compensation) based on their classification:

Miscellaneous - 2% at 62
Safety - 2.7% at 57

If a new employee is currently a member of a qualifying California public retirement plan without a break in service of no more than 6 months (documentation will be required), or ever worked for Mariposa County previously, they may qualify instead for either of these plans (with three year average final compensation) in effect prior to January 1, 2013:

Miscellaneous – 2% at 55
Safety - 3% at 55

SOCIAL SECURITY/MEDICARE

Employee withholding is 6.2% for Social Security and the County's contribution is 6.2%. Employee withholding for Medicare is 1.45% and the County matches.

SDI

Full-time employees receive SDI as a taxable benefit.

CREDIT UNION

Membership is available with Merco Credit Union and Yosemite Credit Union.