

# Salary Resolution - Administrative Management

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED



Salary Resolution	Revised July 11, 2023
<b>Health and Welfare</b>	
Benefit Level	Full-time (80 hours/1.0 FTE)
Medical	<p><b>Semi-Monthly County Contribution</b> <b>Effective June 1, 2024 – May 31, 2025</b></p> <p>\$446.50 Employee Only \$893.00 Employee +1 \$1,262.50 Employee +2 or more</p>
Dental	<p>\$45.15 – Semi-Monthly County Contribution <b>\$14.13 – Semi-Monthly Employee Contribution</b></p>
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
<b>Leave Provisions</b>	
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.*

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

**Semi-Monthly Medical Premium Out-of-Pocket Cost – Examples based on 2024/2025 medical plan premiums**

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

\$565.81 Premium  
 - \$446.50 County Contribution  
**\$119.31 Employee Semi-Monthly Out-of-Pocket Cost**

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

\$811.70 Premium  
 - \$811.70 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.

\$1,124.21 Premium  
 - \$1,124.21 County Contribution  
**\$0.00 Employee Semi-Monthly Out-of-Pocket Cost**

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