



# Service Employees' International Union (SEIU)

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Memorandum of Understanding (MOU) Term</b>	May 9, 2023 – February 28, 2026
<b>Bargaining Units</b>	Clerical - 01 Service & Technical Support - 05 Maintenance - 10 Social Services - 25 Nursing Services - 80 Supervisory - 95
<b>Health and Welfare</b>	
<b>Benefit Level</b>	Full-time (80 hours/1.0 FTE)
<b>Medical</b>	<b>Semi-Monthly County Contribution</b> <b>Effective June 1, 2024 – May 31, 2025</b> \$446.50 Employee Only \$893.00 Employee +1 \$1,262.50 Employee +2 or more
<b>Dental</b>	\$45.15 – Semi-Monthly County Contribution <b>\$14.13 – Semi-Monthly Employee Contribution</b>
<b>Vision</b>	County Paid - \$7.45 Semi-Monthly
<b>Basic Life Insurance – County Paid</b>	1-time Annual Base Salary
<b>Supplemental Life – Employee Paid</b>	Elect coverage in \$10,000 Increments (not to exceed \$500,000 when combined with Basic Life)
<b>Dependent Life – Employee Paid</b>	\$5,000 per Eligible Dependent
<b>Accidental Death &amp; Dismemberment – County Paid</b>	1-time Annual Base Salary
<b>Leave Provisions</b>	
<b>Vacation – Accrual based on years of service</b>	Accrue up to 4.94-8.01 hours
<u>Non-Supervisory</u>	Maximum accrual not to exceed 280-360 hours
<u>Supervisory</u>	Maximum accrual not to exceed 360-440 hours
<b>Vacation Savings Plan (VSP) – Employee Paid</b>	Set aside up to 20 hours of base pay each plan year during years 3 through 5
<b>Holiday</b>	12 holidays per year 1 Floating Holiday per year (no carryover or cash-out)
<b>Supervisory Leave (0095 only)</b>	8 hours per year (no carryover or cash-out)
<b>Sick</b>	Accrue up to 3.68 hours
<b>Paid Parental Leave</b>	320 hours (Subject to eligibility requirements)
<b>Compassionate</b>	Up to 32 hours per eligible occurrence

*In the case of conflict between the information presented in this summary and the current Memorandum of Understanding (MOU), the MOU 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: April 8, 2024

## Retirement - Pension

<p style="text-align: center;"><b>Tier 1</b> (Retirement system membership on or before 12/31/2012. Reciprocity provision may apply)</p>	3% at 60
<p style="text-align: center;"><b>Tier 2</b> (Retirement system membership on or after 1/1/2013)</p>	2% at 62; 2.5% at 67

## Retirement - Other

<b>457 - Voluntary Deferred Compensation</b>	Employee Paid (Optional)
<b>Retiree Medical Plan – Hired Prior to January 1, 2009</b>	See Memorandum of Understanding 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 \$0.58 per eligible pay status hour (Approximately \$1200 per year)

## Other Benefits

<p><b>Staff Development/Wellness Reimbursement</b>  <u>Non-Supervisory (0001, 0005, 0010, 0025)</u>  <u>Non-Supervisory (0080)</u>  <u>Supervisory (0095)</u></p>	Staff Development will sunset June 30, 2025 \$500 per Fiscal Year \$600 per Fiscal Year \$650 per Fiscal Year
<b>Dependent Care Assistance Program (DCAP)</b>	Employee Paid (Optional)
<b>Health Flexible Spending Account</b>	Employee Paid (Optional)
<b>Short Term Disability</b>	Employee Paid through SEIU Union Insurance Services
<b>Long Term Disability</b>	County Paid
<b>Employee Assistance Program (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
<b>\$119.31</b>	<b>Employee Semi-Monthly Out-of-Pocket Cost</b>

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

\$811.70	Premium
- \$811.70	County Contribution
<b>\$0.00</b>	<b>Employee Semi-Monthly Out-of-Pocket Cost</b>

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

\$1,124.21	Premium
- \$1,124.21	County Contribution
<b>\$0.00</b>	<b>Employee Semi-Monthly Out-of-Pocket Cost</b>

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