

**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 1/1/22 County contributes \$500/month to employees who participate**

|                 | <b>Anthem HMO<br/>Traditional</b> | <b>Blue Shield HMO</b>   | <b>Kaiser</b> | <b>United Healthcare</b> |
|-----------------|-----------------------------------|--------------------------|---------------|--------------------------|
| Emp. Only       | \$1,007.13                        | \$900.22                 | \$706.02      | \$775.09                 |
| Emp. & 1 Dep.   | \$2,014.26                        | \$1,800.44               | \$1,412.04    | \$1,550.18               |
| Emp. & 2+ Deps. | \$2,618.54                        | \$2,340.57               | \$1,835.65    | \$2,015.23               |
|                 |                                   |                          |               |                          |
|                 | <b>PERS Gold PPO</b>              | <b>PERS Platinum PPO</b> | <b>PORAC</b>  |                          |
| Emp. Only       | \$587.78                          | \$882.18                 | \$775.00      |                          |
| Emp. & 1 Dep.   | \$1,175.56                        | \$1,764.36               | \$1,550.00    |                          |
| Emp. & 2+ Deps. | \$1,528.23                        | \$2,293.67               | \$2,010.00    |                          |

**DENTAL Effective 1/1/22 through 12/31/22**

**Monthly Dental Premium**

\$45.70 - single

\$82.40 – employee & 1 dependent

\$124.60 – family

**County Contribution**

\$45.70 (DSA, SMA, MCMCO, SEIU & Elected/ Apptd Officials)

**VISION Effective 1/1/22 through 12/31/22**

**Monthly Vision Premium** (\$25.00 co-pay)

\$8.60 - employee

\$13.10 - employee & 1 dependent

\$20.50 – 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           | 714.01 |
| Elected/ Apptd Officials except Board | Medical Non-Participant | 664.62   | SEIU                    | Employee +1             | 816.00 |
|                                       | Participant             | 690.81   |                         | Family                  | 902.00 |
| SMA                                   | Medical Non-Participant | 814.62   | Medical Non-Participant | 422.00                  |        |
|                                       | Participant             | 1,040.00 | Employee Only           | 321.91                  |        |
| MCMCO                                 | Medical Non-Participant | 684.62   | Employee +1             | 560.20                  |        |
|                                       | Participant             | 822.85   | Family                  | 805.72                  |        |

\*Court employee flexible benefit amounts and County contribution not listed

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**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.

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**AFLAC**

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

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**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 12 holidays, 1 floating holiday, and 1 personal holiday. Elected/ Appointed Officials are exempt.

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**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.

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**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

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**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.

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**SDI**

Full-time employees receive SDI as a taxable benefit.

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**CREDIT UNION**

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