



**STANISLAUS COUNTY  
DEPARTMENT HEADS  
2018 BENEFIT SUMMARY**

TYPE	SEMI-MONTHLY PREMIUMS	DESCRIPTION	SUBJECT TO TAXES
<b>MEDICAL INSURANCE</b>  <b>HEALTH PARTNERS OF NORTHERN CALIFORNIA (HPNC)</b>  <b>OR</b>  <b>UNITED HEALTHCARE (UHC)</b>  Medical Plan Carrier is based on employee's zip code. See Employee Benefit Guide for zip code list.	<b>HDHP WITH HSA</b>  Employee Only \$337.42 Employee+1 \$674.84 Family \$911.05  <b>EPO</b>  Employee Only \$403.46 Employee + 1 \$806.92 Family \$1,089.35  Health Savings Account (HSA) funded by the County: \$1,250 single per year \$2,100 family per year	Employee/dependent HDHP coverage paid at 95%.  Employee/dependent EPO coverage paid at 80%.  Employees working a benefitted percentage schedule will have a reduced employer contribution toward health insurance benefits. 30-34 hours/week = 75% of the employer contribution 35-39 hours/week = 90% of the employer contribution.  Employee share will be deducted semi-monthly before tax from paycheck.  \$75.00 semi-monthly medical waive credit provided with proof of other coverage.	<b>Premium</b> Federal/State—No FICA/Medicare—No Retirement Contributable—No  <b>Waive</b> Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
<b>DENTAL INSURANCE</b>  <b>DELTA DENTAL</b>	<b>CORE PLAN</b> Employee Only \$17.77 Employee + 1 \$35.54 Family \$60.88  <b>BUYUP PLAN</b> Employee Only \$29.63 Employee + 1 \$59.26 Family \$101.51	Employee/dependent Dental coverage paid at 80% of the Core Plan.  Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits.	<b>Premium</b> Federal/State—No FICA/Medicare—No Retirement Contributable—No
<b>VISION INSURANCE</b>  <b>VSP</b>	<b>CHOICE PLAN</b> Employee Only \$3.96 Employee + 1 \$7.65 Family \$10.80	Employee/dependent Vision coverage paid at 80%.  Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits.	<b>Premium</b> Federal/State—No FICA/Medicare—No Retirement Contributable—No
<b>SUPPLEMENTAL EMPLOYEE AND SPOUSAL TERM AD&amp;D LIFE INSURANCE AND CHILD TERM LIFE INSURANCE</b>  <b>VOYA/RELIASTAR</b>	Opt. 1 - \$20,000 - \$ 2.25 EE and SP Opt. 2 - \$30,000 - \$ 3.38 EE and SP Opt. 3 - \$50,000 - \$ 5.63 EE Only Opt. 4 - \$100,000- \$11.25 EE Only Opt. 5 - \$150,000- \$16.88 EE Only Opt. 6 - \$200,000- \$22.50 EE Only Opt. 7 - \$250,000- \$28.13 EE Only Opt. 8 - \$300,000- \$33.75 EE Only  Opt. 1 - \$10,000 - \$ 1.25 CH Only	This is a voluntary benefit offered to employees with two options available for spouses. All premiums will be deducted semi-monthly after tax from employee paycheck.	<b>Premium</b> Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No
<b>BASIC TERM AD&amp;D LIFE INSURANCE</b>  <b>VOYA/RELIASTAR</b>	Regular Employee Basic Term Life \$30,000 - \$1.64	County pays 100% of Basic Term Life and AD&D insurance premiums.	<b>Premium</b> Federal/State—No FICA/Medicare—No Retirement Contributable—No
<b>ACCIDENT AND CRITICAL ILLNESS INSURANCE</b>  <b>VOYA/RELIASTAR</b>	See Employee Benefit Guide for Rates.	These are voluntary benefits offered to employees and their dependents. All premiums will be deducted semi-monthly after tax from paycheck.	<b>Premium</b> Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No



**STANISLAUS COUNTY  
DEPARTMENT HEADS  
2018 BENEFIT SUMMARY**

TYPE	BIWEEKLY	DESCRIPTION	SUBJECT TO TAXES
VACATION ACCRUAL	4.62 hours biweekly first year.  6.16 hours biweekly beginning 2 <sup>nd</sup> - 20 <sup>th</sup> years.  7.70 hours biweekly beginning 21 <sup>st</sup> + years.  Prorated if less than 80 hours base.	120 hours—3 weeks annually  160 hours—4 weeks annually  200 hours—5 weeks annually  Maximum of 800 hours plus one year accruals or their actual balance on 12/15/95 if more than 800 hours	Taxed when time is used. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
VACATION FLOATS	1.24 hours biweekly - Posted as part of per pay period vacation accrual.	32 hours total annually - additional vacation included in biweekly accruals.	Taxed when time is used. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
ANNUAL VACATION CASH OUT ALLOWANCE		Twice in any 12 month period contingent upon departmental budget/ approval and Ventura limitation	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
TERM VACATION CASH OUT		Balance of hours paid at termination.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No
MANAGEMENT LEAVE		56 hours per year, no carry over, no cash out. Use it or lose it. Prorated for new Department Head.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
SICK LEAVE ACCRUAL	3.7 hours per pay period.  Prorated if less than 80 hours base.	96.20 hours annually.	Taxed when time is used. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
TERM SICK LEAVE CASH OUT		0% - Less than one year of service. 25% - Over one year of service. 75% - Upon retirement (service or disability) or death up to 600 hours or individual maximum set in 11/9/94 and 1/18/95. Employees receive hour for hour retirement service credit for any sick leave above 600 hours or their personal maximum amount.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No
SICK LEAVE CONVERSION		Convert sick leave to vacation time at open enrollment. Rate = 40%. Remaining sick leave balance = 500 hours.	Taxed when time is used. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
DEFERRED COMPENSATION	2.0% of base wages.	County pays 2.0% of employee's base wages to designated deferred compensation plan.	Federal/State—No FICA/Medicare—No Retirement Contributable—Yes
PROFESSIONAL DEVELOPMENT	\$1,200 annually (fiscal year).	Reimbursement allowance to assist eligible employees in achieving professional and educational growth related to their professional position. The allowance covers work-related expenditures such as classes and seminars, professional memberships, registration fees, educational materials, tools, and equipment. See policy for further details.	Reimbursement can be either: <b>Taxable</b> Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No <b>Non-Taxable</b> Federal/State—No FICA/Medicare—No Retirement Contributable—No
SHORT TERM DISABILITY		Waiting period—30 days. On day 31 receive 50% biweekly salary for eleven months when completely disabled.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
LONG TERM DISABILITY		60% to a maximum of \$6,000 per month. Waiting period—365 days.	<b>Premium</b> Federal/State—No FICA/Medicare—Yes Retirement Contributable—No
CAR ALLOWANCE	\$184.62 per pay period, plus mileage.	\$4,800 annually	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
MOVING ALLOWANCE	Recruited from out-of-County up to \$3,000. Paid by the Department.	See Personnel Policy Tab 12.	See IRS publication 521.