

## Elected Management – Non-Safety

### BENEFITS

#### **Auto Allowance**

\$750/mo.

#### **Bereavement Leave**

Included in salary.

#### **Cafeteria Plan**

Management employees receive \$4,000 per year, pro-rated for hires/promotions after the first of the year. This can be used for a contribution into a 401(k), dependent care, medical co-insurance or cash.

#### **Deferred Compensation**

Voluntary 457 and 401(k) are available through payroll deduction. The County matches employee contributions to a 401(k) \$1 for every \$4, to a maximum of \$750/ year.

#### **Health, Dental and Vision Insurance**

The County provides Medical, Dental and Vision insurance for its employees and their dependents.

MEDICAL: Several medical plans are offered through CalPERS, including HMO and PPO plans. The County pays 80% of the selected plan's total premium.

DENTAL AND VISION: The County pays the full premium for the employee; the employee pays the premium for dependents. Specific costs for individual plans and coverage options can be found in the [Employee Benefits Guide](#).

#### **Holidays**

Included in salary.

#### **Life Insurance**

A \$50,000 life insurance policy is provided at no cost to the employee. Additionally, a \$10,000 Accidental Death & Dismemberment policy is also provided at no cost to the employee. Supplementary coverage is available for purchase for the employee and qualified dependents for both plans.

#### **Management/Admin. Leave**

100 paid hours/year. Pro-rated for hires/promotions after the first of the year.

#### **Retiree Medical Insurance**

- Hired prior to 01/01/05 with 5 years of PERS service credit, same as an active employee.
- Hired after 01/01/05, 10 years PERS service credit, 5 years with Placer County, 50% of the County contribution. Additional 5% for each additional year of service.

#### **Retirement**

Elected positions that fall under Government Code 20322 as an "Elected Officer." California pension law provides for "optional" membership rights. Board members must elect to join the California Public Employees Retirement System (CalPERS) to participate. If membership is elected, Placer County has three pension tiers for Miscellaneous members: 2.5% @ 55, 2.0% @ 55, and 2.0% @ 62. The tier an employee is placed in is dependent upon hire date and CalPERS membership date. New hires will generally be placed in 2.0% @ 62 formula. Both the employer and the employee contribute 6.2% into Social Security and 1.45% into Medicare.

Pensionable compensation limits are set each calendar year by CalPERS. Please see [www.calpers.ca.gov](http://www.calpers.ca.gov) for questions regarding compensation limits.

For questions regarding employee and employer CalPERS pension contribution amounts, please contact the Human Resources Department.

**Sick Leave**

Included in salary.

**Special Assignment/Additional Pay**

Longevity pay after 7 years in office - Additional 5%

**Vacation**

Included in salary.