



**COUNTY OF SAN DIEGO
SUMMARY OF BENEFITS**

**NON-MANAGEMENT BENEFIT PROGRAM
(NMG)**

Employees in job classifications designated as AE, CL, CM, CR, CTR, CU, FS, HS, INT, MM, NS, OCR, PFT, PR, PS, RN, SC, SD5, SS and SU are eligible for basic benefits in accordance with Section 5.1.2 of the County Compensation Ordinance.

VACATION *(Section 4.2.1 - Compensation Ordinance)*

Accruals are credited on a biweekly basis and available for use as it is accrued: 10 days (1 through 4 years of service), 15 days (5 through 14 years of service), 20 days (15 years of service and over). Year to year carry-over accruals are limited to twice the employee's annual rate.

SICK LEAVE *(Section 4.2.2 - Compensation Ordinance)*

Accruals are credited on a biweekly basis and available for employee use once credited. Employees accrue 13 days of sick leave each year.

HOLIDAYS *(Section 5.9.1 & 5.9.2 - Compensation Ordinance)*

There are eleven regular holidays annually: New Years Day, Martin Luther King Day, Cesar Chavez Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving (2 days), Christmas Day. Employees who have paid service during the second pay period of the fiscal year will receive 16 hours of floating holiday hours to use at their discretion (with supervisory approval). A maximum of 24 floating holiday hours may be accrued.

MISCELLANEOUS PAID LEAVES *(Sections 4.2.3; 4.2.4; 4.2.5 & 4.5.6 - Compensation Ordinance)*

- Injury Leave - 75% of normal salary when unable to work due to work related injury.
- Military Leave - 30 days/fiscal year to report for active or inactive duty.
- Bereavement Leave - 3 days for the death and/or funeral of immediate family member.
- Jury Duty - when required by court order to act as juror/prospective juror.

FLEXIBLE BENEFIT PLAN *(Section 5.1.2 - Compensation Ordinance)*

The County's flexible benefit program gives you the freedom to choose from a menu of benefits. These benefits are paid on a pre-tax basis (excluding supplemental life insurance). (Please consult your Benefit's Guide and Memorandum of Agreement for specific details.)

Employee Only	Employee + 1 Dependent	Employee + 2 or More Dependents
\$173.50	\$258.00	\$369.50

HEALTH INSURANCE *(Section 5.1.6 - Compensation Ordinance)*

Employees may elect coverage under one of two health plans offered: Kaiser Health Plan and PacifiCare Point-of-Service. There is also a health insurance waiver option for those employees who have coverage elsewhere.

DENTAL INSURANCE (Section 5.1.6 - Compensation Ordinance)

Employees may elect coverage under one of three dental plans offered: SDC Dental, SafeGuard Dental and PacifiCare Dental.

VISION INSURANCE (Section 5.1.6 - Compensation Ordinance)

Employees may elect coverage under Vision Service Plan (freedom of choice of providers).

PLAN COSTS (Section 5.1.6 - Compensation Ordinance)

Listed below are the twice-monthly costs of each plan offered by the County of San Diego:

	PacifiCare	Kaiser	SDC Dental	PacifiCare Dental	Safeguard Dental	VSP
Employee Only	\$212.63	\$175.21	\$22.64	\$7.55	\$7.35	\$4.95
Employee + 1	\$425.30	\$350.42	\$45.26	\$13.64	\$13.50	\$11.44
Employee + 2 or more	\$601.69	\$495.85	\$64.65	\$17.48	\$17.39	\$15.51

LIFE INSURANCE (Section 5.3.1 - Compensation Ordinance)

The County provides a basic policy of \$10,000 term life insurance for each employee and \$2,000 for legal spouse and each child from birth to 21 years of age. Additional employee coverage of 1, 2, or 3 times annual salary is available under the County's flexible benefit plan. These plans are underwritten by Standard Insurance Company.

ACCIDENTAL DEATH & DISMEMBERMENT (Section 5.4.1 - Compensation Ordinance)

The County provides a basic policy of \$10,000 accidental death and dismemberment insurance coverage for each employee. Additional employee coverage of 1, 2, or 3 times annual salary is available under the County's flexible benefit plan. Family coverage is also available at the same level of coverage. These plans are underwritten by Standard Insurance Company.

FLEXIBLE SPENDING ACCOUNTS (Section 5.1.6 - Compensation Ordinance)

Employees can pay for certain health care and dependent day care expenses with tax-free dollars under the County's flexible benefit plan. The Health Care Account is used to pay for medical, dental and vision expenses that are not covered by a health plan. The Dependent Day Care Account is used to pay for child care or care for other dependent family member(s).

RETIREMENT (Section 5.6.1 & 5.5.2 - Compensation Ordinance)

The County participates in the 1937 Retirement Act System. The County pays all or a portion of the employee's contribution to the County Employees Retirement System (certain bargaining units have a waiting period), in accordance with guidelines established by the Retirement Office. Contact the Retirement Office at (619) 515-6800 for additional information.

DEFERRED COMPENSATION

Employees may elect to defer a portion of their compensation to a 457 Plan and/or a 401A Plan. The administrators of both plans are Hartford Insurance Company and T. Rowe Price. Contact the Treasurer/Tax Collector at (619) 531-5840 for additional information.

MEMBERSHIP FEES, TRAVEL REIMBURSEMENT, TUITION (Sections 492 - 495 - County Administrative Code)

These types of expenses may be advanced or reimbursed in which approval is based on an individual basis. Guidelines for reimbursements and allowances are available under the County Administrative Code.

SUGGESTION AWARDS (Section 5.10 - Compensation Ordinance)

Compensation awards upon finding that a new savings will accrue to the County through adopting and placing a suggestion.

TRANSIT PASS PROGRAM (Section 495 - Administrative Code)

County contributes up to \$65 monthly towards purchase of a bus, trolley or Coaster Pass.