



**STANISLAUS COUNTY
PERSONNEL MANUAL
REGULAR FULL-TIME/REPRESENTED EMPLOYEES
2011 BENEFIT PACKAGE**

TYPE	SEMI-MONTHLY PREMIUMS	DESCRIPTION	SUBJECT TO TAXES
MEDICAL INSURANCE	<p>KAISER HMO Employee Only \$284.59 Employee+1 \$569.18 Family \$768.40</p> <p>KAISER HDHPw HSA Employee Only \$228.20 Employee + 1 \$456.39 Family \$616.13</p> <p>ANTHEM BLUE CROSS HMO Employee Only \$365.56 Employee + 1 \$731.13 Family \$987.00</p> <p>ANTHEM BLUE CROSS HDHPw HSA Employee Only \$266.39 Employee + 1 \$534.60 Family \$722.36</p> <p>HSA's are funded by the County, the amount of the deductible.</p>	<p>Employee/dependent HMO coverage paid at 90% of the lowest cost HMO coverage level.</p> <p>Employee/dependent HDHP coverage paid at 98% of the lowest cost HDHP coverage level.</p> <p>Employee share will be deducted semimonthly before tax from employees paycheck.</p> <p>\$23.75 semimonthly medical waive credit with proof of other coverage.</p> <p>Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits. 30-34 hrs/wk = 75% of the contribution 35-39 hr/wk = 90% of the contribution</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p> <p>Waive Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p>
DENTAL INSURANCE	<p>Employee Only \$21.85 Employee + 1 \$43.70 Family \$74.87</p>	<p>Employee/dependent Dental coverage paid at 95%.</p> <p>Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits. (See Medical)</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>
VISION INSURANCE	<p>Employee Only \$5.29 Employee + 1 \$10.85 Family \$14.82</p>	<p>Employee/dependent Vision coverage paid at 95%.</p> <p>Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits. (See Medical)</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>
SUPPLEMENTAL TERM LIFE INSURANCE and AD&D	<p>Opt. 1 - \$20,000 - \$ 2.25 Opt. 2 - \$30,000 - \$ 3.38 Opt. 3 - \$50,000 - \$ 5.63 Opt. 4 - \$100,000- \$11.25 Opt. 5 - \$150,000- \$16.88 Opt. 6 - \$200,000- \$22.50 Opt. 7 - \$250,000- \$28.13 Opt. 8 - \$300,000- \$33.75</p>	<p>This is a total voluntary benefit. All premiums will be deducted semimonthly before tax from employees paycheck.</p> <p>Dependent life insurance is not available.</p>	<p>Premium Federal/State—No FICA/Medicare—Yes for amounts over \$50,000 Retirement Contributable—No</p>
BASIC TERM and BASIC TERM AD&D LIFE INSURANCE	<p>Regular Employee Basic Life \$10,000 - \$.41</p> <p>Attorneys Basic Life AD&D \$50,000 - \$2.50</p>	<p>County pays 100% of Basic Term and Basic Term AD&D Life insurance premiums.</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>

TYPE	BIWEEKLY	DESCRIPTION	SUBJECT TO TAXES
VACATION ACCRUAL	3.08 hours first 2 years. 4.62 hours biweekly beginning 3 rd -10 th year. 6.16 hours biweekly beginning 11 th -20 th year. 7.70 hours biweekly beginning at 21+ years. Prorated if work less than 80 hours base. Maximum depends on Bargaining Units. MOU provisions apply as appropriate.	80 hours—2 weeks annually 120 hours—3 weeks annually 160 hours—4 weeks annually 200 hours—5 weeks annually	Taxed when time is used. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
VACATION FLOATS	.62—Posted as part of per pay period vacation accrual.	16 hours total annually—additional vacation included in biweekly accruals.	Taxed when time is used. See vacation accrual. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
ANNUAL VACATION CASH OUT ALLOWANCE		Cash out per fiscal year contingent upon departmental budget/approval. 40 hours with 100 hours minimum balance. 60 hours with 200 hours minimum balance. MOU provisions apply as appropriate.	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
SICK LEAVE ACCRUAL	Prorated if work less than 80 hours base. 3.7 per pay period.	96.20 annually.	Taxed when time is used. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
TERM SICK LEAVE CASH OUT		0% = 0-6 years of service. 25% = 6+ years of service. 50% = 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. MOU provisions apply as appropriate.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No

911 employees, please refer to your MOU.



**STANISLAUS COUNTY
PERSONNEL MANUAL
CONFIDENTIAL EMPLOYEES
2011 BENEFIT PACKAGE**

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MEDICAL INSURANCE	<p>KAISER HMO Employee Only \$284.59 Employee+1 \$569.18 Family \$768.40</p> <p>KAISER HDHPw HSA Employee Only \$228.20 Employee + 1 \$456.39 Family \$616.13</p> <p>ANTHEM BLUE CROSS HMO Employee Only \$365.56 Employee + 1 \$731.13 Family \$987.00</p> <p>ANTHEM BLUE CROSS HDHPw HSA Employee Only \$266.39 Employee + 1 \$534.60 Family \$722.36</p> <p>HSA's are funded by the County, the amount of the deductible.</p>	<p>Employee/dependent HMO coverage paid at 90% of the lowest cost HMO coverage level.</p> <p>Employee/dependent HDHP coverage paid at 98% of the lowest cost HDHP coverage level.</p> <p>Employee share will be deducted semimonthly before tax from employees paycheck.</p> <p>\$75.00 semimonthly medical waive credit with proof of other coverage.</p> <p>Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits. 30-34 hrs/wk = 75% of the contribution 35-39 hr/wk = 90% of the contribution</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p> <p>Waive Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p>
DENTAL INSURANCE	<p>Employee Only \$21.85 Employee + 1 \$43.70 Family \$74.87</p>	<p>Employee/dependent Dental coverage paid at 95%.</p> <p>Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits. (See Medical)</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>
VISION INSURANCE	<p>Employee Only \$5.29 Employee + 1 \$10.85 Family \$14.82</p>	<p>Employee/dependent Vision coverage paid at 95%.</p> <p>Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits. (See Medical)</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>
SUPPLEMENTAL TERM LIFE INSURANCE and AD&D	<p>Opt. 1 - \$20,000 - \$ 2.25 Opt. 2 - \$30,000 - \$ 3.38 Opt. 3 - \$50,000 - \$ 5.63 Opt. 4 - \$100,000- \$11.25 Opt. 5 - \$150,000- \$16.88 Opt. 6 - \$200,000- \$22.50 Opt. 7 - \$250,000- \$28.13 Opt. 8 - \$300,000- \$33.75</p>	<p>This is a total voluntary benefit. All premiums will be deducted semimonthly before tax from employees paycheck.</p> <p>Dependent life insurance is not available.</p>	<p>Premium Federal/State—No FICA/Medicare—Yes for amounts over \$50,000 Retirement Contributable—No</p>
BASIC TERM LIFE INSURANCE \$10,000	<p>\$10,000 - \$.41</p>	<p>County pays 100% of Basic Term Life insurance premiums.</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>

TYPE	BIWEEKLY	DESCRIPTION	SUBJECT TO TAXES
VACATION ACCRUAL	3.08 hours first 2 years. 4.62 hours biweekly beginning 3 rd -10 th year. 6.16 hours biweekly beginning 11 th -20 th year. 7.70 hours biweekly beginning at 21+ years. Prorated if work less than 80 hours base. Maximum depends on Bargaining Units.	80 hours—2 weeks annually 120 hours—3 weeks annually 160 hours—4 weeks annually 200 hours—5 weeks annually	Taxed when time is used. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
VACATION FLOATS	.62—Posted as part of per pay period vacation accrual.	16 hours total annually—additional vacation included in biweekly accrual.	Taxed when time is used. See vacation accrual. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
ANNUAL VACATION CASH OUT ALLOWANCE		Cash out per fiscal year contingent upon departmental budget/approval. 40 hours with 100 hours minimum balance. 60 hours with 200 hours minimum balance.	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
SICK LEAVE ACCRUAL	Prorated if work less than 80 hours base. 3.7 per pay period.	96.20 hours annually.	Taxed when time is used. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
TERM SICK LEAVE CASH OUT		0% = 0-6 years of service. 25% = 6+ years of service. 50% = 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
DEFERRED COMPENSATION	1.0% of base wages.	County pays 1.0% of employee's base wages to designated deferred compensation plan.	Federal/State—No FICA/Medicare—No Retirement Contributable—Yes
PROFESSIONAL DEVELOPMENT	\$200 annually. (Not available in 2010.)	Reimbursement for professional educational expenses, licenses and purchase of computers and related equipment. Depends on items purchased for reimbursement. Contingent upon use of the benefit. This benefit is prorated during the first year of employment and upon retirement.	Reimbursement can be either: Taxable Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No Non-Taxable Federal/State—No FICA/Medicare—No Retirement Contributable—No



**STANISLAUS COUNTY
PERSONNEL MANUAL
MANAGEMENT EMPLOYEES
2011 BENEFIT PACKAGE**

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DENTAL INSURANCE	<p>Employee Only \$21.85 Employee + 1 \$43.70 Family \$74.87</p>	<p>Employee/dependent Dental coverage paid at 95%.</p> <p>Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits. (See Medical)</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>
VISION INSURANCE	<p>Employee Only \$5.29 Employee + 1 \$10.85 Family \$14.82</p>	<p>Employee/dependent Vision coverage paid at 95%.</p> <p>Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits. (See Medical)</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>
SUPPLEMENTAL TERM LIFE INSURANCE and AD&D	<p>Opt. 1 - \$20,000 - \$ 2.25 Opt. 2 - \$30,000 - \$ 3.38 Opt. 3 - \$50,000 - \$ 5.63 Opt. 4 - \$100,000- \$11.25 Opt. 5 - \$150,000- \$16.88 Opt. 6 - \$200,000- \$22.50 Opt. 7 - \$250,000- \$28.13 Opt. 8 - \$300,000- \$33.75</p>	<p>This is a total voluntary benefit. All premiums will be deducted semimonthly before tax from employees paycheck.</p> <p>Dependent life insurance is not available.</p>	<p>Premium Federal/State—No FICA/Medicare—Yes for amounts over \$50,000 Retirement Contributable—No</p>
BASIC TERM LIFE INSURANCE \$30,000 and AD&D	<p>\$30,000 - \$1.50</p>	<p>County pays 100% of Basic Term Life and AD&D insurance premiums.</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>
PHYSICAL	<p>Not more than once in a three- year period a County paid or reimbursed medical exam up to \$400.00.</p>	<p>Fully paid if performed at a County clinic or reimbursed up to \$400.00 if performed by a private physician.</p>	<p>Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>

TYPE	BIWEEKLY	DESCRIPTION	SUBJECT TO TAXES
VACATION ACCRUAL	3.08 hours first 2 years. 4.62 hours biweekly beginning 3 rd -10 th year. 6.16 hours biweekly beginning 11 th -20 th year. 7.70 hours biweekly beginning at 21+ years. Prorated if work less than 80 hours base. Maximum of 800 hours plus one year accruals.	80 hours—2 weeks annually 120 hours—3 weeks annually 160 hours—4 weeks annually 200 hours—5 weeks annually	Taxed when time is used. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
VACATION FLOATS	1.24—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		40 hours per year, no carry over, no cash out. Use it or lose it.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
SICK LEAVE ACCRUAL		96.20 hours annually. Credited January 1 annually. Current year's accruals will be prorated upon termination, resignation or retirement. Prorated for new Manager.	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	1.5% of base wages.	County pays 1.5% of employee's base wages to designated deferred compensation plan.	Federal/State—No FICA/Medicare—No Retirement Contributable—Yes
PROFESSIONAL DEVELOPMENT	\$700 annually. (Not available in 2010.)	Reimbursement for professional educational expenses, licenses and purchase of computers and related equipment. Depends on items purchased for reimbursement. Contingent upon use of the benefit. This benefit is prorated during the first year of employment and upon retirement.	Reimbursement can be either: Taxable Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No Non-Taxable 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.	Premium Federal/State—No FICA/Medicare—Yes Retirement Contributable—No
CAR ALLOWANCE	\$46.15 or \$92.30 per pay period, plus mileage. Based on Department Head discretion.	\$1,200 or \$2,400 annually based on determination of Department Head.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
MOVING ALLOWANCE	Recruited from out-of-County up to \$2,500. Paid by the Department.	See Personnel Policy. Tab 12.	See IRS publication 521.

Management Lieutenants, please refer to your MOU.



**STANISLAUS COUNTY
PERSONNEL MANUAL
MANAGEMENT ATTORNEY EMPLOYEES
2011 BENEFIT PACKAGE**

TYPE	SEMI-MONTHLY PREMIUMS	DESCRIPTION	SUBJECT TO TAXES
MEDICAL INSURANCE	<p>KAISER HMO Employee Only \$284.59 Employee+1 \$569.18 Family \$768.40</p> <p>KAISER HDHPw HSA Employee Only \$228.20 Employee + 1 \$456.39 Family \$616.13</p> <p>ANTHEM BLUE CROSS HMO Employee Only \$365.56 Employee + 1 \$731.13 Family \$987.00</p> <p>ANTHEM BLUE CROSS HDHPw HSA Employee Only \$266.39 Employee + 1 \$534.60 Family \$722.36</p> <p>HSA's are funded by the County, the amount of the deductible.</p>	<p>Employee/dependent HMO coverage paid at 90% of the lowest cost HMO coverage level.</p> <p>Employee/dependent HDHP coverage paid at 98% of the lowest cost HDHP coverage level.</p> <p>Employee share will be deducted semimonthly before tax from employees paycheck.</p> <p>\$75.00 semimonthly medical waive credit with proof of other coverage.</p> <p>Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits.</p> <p>30-34 hrs/wk = 75% of the contribution 35-39 hr/wk = 90% of the contribution</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p> <p>Waive Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p>
DENTAL INSURANCE	<p>Employee Only \$21.85 Employee + 1 \$43.70 Family \$74.87</p>	<p>Employee/dependent Dental coverage paid at 95%.</p> <p>Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits. (See Medical)</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>
VISION INSURANCE	<p>Employee Only \$5.29 Employee + 1 \$10.85 Family \$14.82</p>	<p>Employee/dependent Vision coverage paid at 95%.</p> <p>Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits. (See Medical)</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>
SUPPLEMENTAL TERM LIFE INSURANCE and AD&D	<p>Opt. 1 - \$20,000 - \$ 2.25 Opt. 2 - \$30,000 - \$ 3.38 Opt. 3 - \$50,000 - \$ 5.63 Opt. 4 - \$100,000- \$11.25 Opt. 5 - \$150,000- \$16.88 Opt. 6 - \$200,000- \$22.50 Opt. 7 - \$250,000- \$28.13 Opt. 8 - \$300,000- \$33.75</p>	<p>This is a total voluntary benefit. All premiums will be deducted semimonthly before tax from employee's paycheck.</p> <p>Dependent life insurance is not available.</p>	<p>Premium Federal/State—No FICA/Medicare—Yes for amounts over \$50,000 Retirement Contributable—No</p>
BASIC TERM LIFE INSURANCE \$30,000 and AD&D	<p>\$30,000 - \$1.50</p>	<p>County pays 100% of Basic Term Life and AD&D insurance premiums.</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>
PHYSICAL	<p>Not more than once in a three-year period a County paid or reimbursed medical exam up to \$400.00.</p>	<p>Fully paid if performed at a County clinic or reimbursed up to \$400.00 if performed by a private physician.</p>	<p>Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>

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VACATION FLOATS	1.24—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		60 hours per year, no carry over, no cash out. Use it or lose it.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
SICK LEAVE ACCRUAL		96.20 hours annually. Credited January 1 annually. Current year's accruals will be prorated upon termination, resignation or retirement. Prorated for new Manager.	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	1.5% of base wages.	County pays 1.5% of employee's base wages to designated deferred compensation plan.	Federal/State—No FICA/Medicare—No Retirement Contributable—Yes
PROFESSIONAL DEVELOPMENT	\$700 annually. (Not available in 2010.)	Reimbursement for professional educational expenses, licenses and purchase of computers and related equipment. Depends on items purchased for reimbursement. Contingent upon use of the benefit. This benefit is prorated during the first year of employment and upon retirement.	Reimbursement can be either: Taxable Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No Non-Taxable Federal/State—No FICA/Medicare—No Retirement Contributable—No
BAR DUES	Applicable rate.	Paid annually by the Department.	Not applicable.
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.	Premium Federal/State—No FICA/Medicare—Yes Retirement Contributable—No
CAR ALLOWANCE	\$46.15 or \$92.30 per pay period, plus mileage. Based on Department Head discretion.	\$1,200 or \$2,400 based on determination of Department Head.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
MOVING ALLOWANCE	Recruited from out-of-County up to \$2,500. Paid by the Department.	See Personnel Policy. Tab 12.	See IRS publication 521.



**STANISLAUS COUNTY
PERSONNEL MANUAL
DEPARTMENT HEADS
2011 BENEFIT PACKAGE**

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SUPPLEMENTAL TERM LIFE INSURANCE and AD&D	<p>Opt. 1 - \$20,000 - \$ 2.25 Opt. 2 - \$30,000 - \$ 3.38 Opt. 3 - \$50,000 - \$ 5.63 Opt. 4 - \$100,000- \$11.25 Opt. 5 - \$150,000- \$16.88 Opt. 6 - \$200,000- \$22.50 Opt. 7 - \$250,000- \$28.13 Opt. 8 - \$300,000- \$33.75</p>	<p>This is a total voluntary benefit. All premiums will be deducted semimonthly before tax from employees paycheck.</p> <p>Dependent life insurance is not available.</p>	<p>Premium Federal/State—No FICA/Medicare—Yes for amounts over \$50,000 Retirement Contributable—No</p>
BASIC TERM LIFE INSURANCE \$30,000 and AD&D	<p>\$30,000 - \$1.50</p>	<p>County pays 100% of Basic Term Life and AD&D insurance premiums.</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>
PHYSICAL	<p>Once in a twelve month period a comprehensive medical examination.</p>	<p>Fully paid if performed at a County clinic or reimbursed up to \$400.00 if performed by a private physician.</p>	<p>Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>

TYPE	BIWEEKLY	DESCRIPTION	SUBJECT TO TAXES
VACATION ACCRUAL	4.62 hours biweekly first year. 6.16 hours biweekly beginning 2 nd -20 th year. 7.70 hours biweekly beginning at 21+ years. Prorated if work less than 80 hours base. Maximum of 800 hours plus one year accruals or their actual balance on 12/15/95 if more than 800 hours.	120 hours—3 weeks annually 160 hours—4 weeks annually 200 hours—5 weeks annually	Taxed when time is used. Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
VACATION FLOATS	1.24—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		40 hours per year, no carry over, no cash out. Use it or lose it.	Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes
SICK LEAVE ACCRUAL		96.20 hours annually. Credited January 1 annually. Current year's accruals will be prorated upon termination, resignation or retirement. Prorated for new Department Head.	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	\$900 annually. (Not available in 2010.)	Reimbursement for professional educational expenses, licenses and purchase of computers and related equipment. Depends on items purchased for reimbursement. Contingent upon use of the benefit. This benefit is prorated during the first year of employment and upon retirement.	Reimbursement can be either: Taxable Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No Non-Taxable 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.	Premium 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.



**STANISLAUS COUNTY
PERSONNEL MANUAL
BOARD MEMBERS AND OTHER ELECTED OFFICIALS
2011 BENEFIT PACKAGE**

TYPE	SEMI-MONTHLY PREMIUMS	DESCRIPTION	SUBJECT TO TAXES
MEDICAL INSURANCE	<p>KAISER HMO Employee Only \$284.59 Employee+1 \$569.18 Family \$768.40</p> <p>KAISER HDHPw HSA Employee Only \$228.20 Employee + 1 \$456.39 Family \$616.13</p> <p>ANTHEM BLUE CROSS HMO Employee Only \$365.56 Employee + 1 \$731.13 Family \$987.00</p> <p>ANTHEM BLUE CROSS HDHPw HSA Employee Only \$266.39 Employee + 1 \$534.60 Family \$722.36</p> <p>HSA's are funded by the County, the amount of the deductible.</p>	<p>Employee/dependent HMO coverage paid at 90% of the lowest cost HMO coverage level.</p> <p>Employee/dependent HDHP coverage paid at 98% of the lowest cost HDHP coverage level.</p> <p>Employee share will be deducted semimonthly before tax from employees paycheck.</p> <p>\$75.00 semimonthly medical waive credit with proof of other coverage.</p> <p>Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits.</p> <p>30-34 hrs/wk = 75% of the contribution 35-39 hr/wk = 90% of the contribution</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p> <p>Waive Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p>
DENTAL INSURANCE	<p>Employee Only \$21.85 Employee + 1 \$43.70 Family \$74.87</p>	<p>Employee/dependent Dental coverage paid at 95%.</p> <p>Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits. (See Medical)</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>
VISION INSURANCE	<p>Employee Only \$5.29 Employee + 1 \$10.85 Family \$14.82</p>	<p>Employee/dependent Vision coverage paid at 95%.</p> <p>Employees working a benefitted percentage schedule will have a reduced contribution toward health insurance benefits. (See Medical)</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>
SUPPLEMENTAL TERM LIFE INSURANCE and AD&D	<p>Opt. 1 - \$20,000 - \$ 2.25 Opt. 2 - \$30,000 - \$ 3.38 Opt. 3 - \$50,000 - \$ 5.63 Opt. 4 - \$100,000- \$11.25 Opt. 5 - \$150,000- \$16.88 Opt. 6 - \$200,000- \$22.50 Opt. 7 - \$250,000- \$28.13 Opt. 8 - \$300,000- \$33.75</p>	<p>This is a voluntary benefit. All premiums will be deducted semimonthly before tax from employees paycheck.</p> <p>Dependent life insurance is not available.</p>	<p>Premium Federal/State—No FICA/Medicare—Yes for amounts over \$50,000 Retirement Contributable—No</p>
BASIC TERM LIFE INSURANCE \$30,000 and AD&D	<p>\$30,000 - \$1.50</p>	<p>County pays 100% of Basic Term Life and AD&D insurance premiums.</p>	<p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>
PHYSICAL	<p>Once in a twelve month period a comprehensive medical examination.</p>	<p>Fully paid if performed at a County clinic or reimbursed up to \$400.00 if performed by a private physician.</p>	<p>Federal/State—No FICA/Medicare—No Retirement Contributable—No</p>

TYPE	BIWEEKLY	DESCRIPTION	SUBJECT TO TAXES
VACATION ACCRUAL		Not applicable.	
VACATION FLOATS		Not applicable.	
ANNUAL VACATION CASH OUT ALLOWANCE		Not applicable.	
TERM VACATION CASH OUT		Not applicable.	
MANAGEMENT LEAVE		Not applicable.	
SICK LEAVE ACCRUAL		Not applicable.	
TERM SICK LEAVE CASH OUT		Not applicable.	
SICK LEAVE CONVERSION		Not applicable.	
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	\$900 annually. (Not available in 2010.)	Reimbursement for professional educational expenses, licenses and purchase of computers and related equipment. Depends on items purchased for reimbursement. Contingent upon use of the benefit. This benefit is prorated during the first year of employment and upon retirement.	Reimbursement can be either: Taxable Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—No Non-Taxable Federal/State—No FICA/Medicare—No Retirement Contributable—No
SHORT TERM DISABILITY		Not applicable.	
LONG TERM DISABILITY		60% to a maximum of \$6,000 per month. Waiting period—365 days.	Premium 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		Not applicable.	

See Tab 23 for an explanation of Retirement Benefits.