



**STANISLAUS COUNTY
PERSONNEL MANUAL
REGULAR FULL-TIME/REPRESENTED EMPLOYEES
2009 BENEFIT PACKAGE**

| TYPE | SEMIMONTHLY | DESCRIPTION | SUBJECT TO TAXES |
|---|---|---|--|
| HEALTH INSURANCE | HEALTH PLAN OF SAN JOAQUIN Employee Only \$251.67 Employee+1 \$503.33 Family \$679.49 KAISER Employee Only \$273.78 Employee + 1 \$547.56 Family \$739.20 PACIFICARE Employee Only \$274.91 Employee + 1 \$549.82 Family \$742.25 PACIFICARE POS Employee Only \$366.30 Employee + 1 \$772.80 Family \$1106.09 | Employee/dependent coverage paid 100% at the County base coverage level. Employee Only \$251.67 Employee + 1 \$503.33 Family \$679.49 Share of premium will be deducted semimonthly before tax from employees paycheck. \$23.75 semimonthly Health Insurance waive credit with proof of other coverage. | Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No Excess Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes |
| DENTAL INSURANCE | Employee - \$ 16.34 Employee +1 - \$ 29.67 Family - \$ 48.69 | Flexible credit allowance of \$62.50 semimonthly pays for dental and vision benefits for employee/dependents coverage. Any excess credits not used to purchase benefits will automatically be paid in cash. | Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No Excess Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes |
| VISION INSURANCE | Employee - \$ 4.93 Employee +1 - \$10.11 Family - \$13.81 | Flexible credit allowance of \$62.50 semimonthly pays for dental and vision benefits for employee/dependents coverage. Any excess credits not used to purchase benefits will automatically be paid in cash. | Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No Excess Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes |
| SUPPLEMENTAL TERM LIFE INSURANCE | 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 | This is a total voluntary benefit. All premiums will be deducted semimonthly before tax from employees paycheck. Dependent life insurance is not available. | Premium Federal/State—No FICA/Medicare—Yes for amounts over \$50,000 Retirement Contributable—No |
| BASIC TERM LIFE INSURANCE \$10,000 | | County pays term life insurance premiums. | Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No |

| 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
2009 BENEFIT PACKAGE**

| TYPE | SEMIMONTHLY | DESCRIPTION | SUBJECT TO TAXES |
|---|---|---|--|
| HEALTH INSURANCE | HEALTH PLAN OF SAN JOAQUIN Employee Only \$251.67 Employee+1 \$503.33 Family \$679.49 KAISER Employee Only \$273.78 Employee + 1 \$547.56 Family \$739.20 PACIFICARE Employee Only \$274.91 Employee + 1 \$549.82 Family \$742.25 PACIFICARE POS Employee Only \$366.30 Employee + 1 \$772.80 Family \$1106.09 | Employee/dependent coverage paid 100% at the County base coverage level. Employee Only \$251.67 Employee + 1 \$503.33 Family \$679.49 Share of premium will be deducted semimonthly before tax from employees paycheck. \$75.00 semimonthly Health Insurance waive credit with proof of other coverage. | Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No Excess Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes |
| DENTAL INSURANCE | Employee - \$ 16.34 Employee +1 - \$ 29.67 Family - \$ 48.69 | Flexible credit allowance of \$95.00 semimonthly pays for dental and vision benefits for employee/dependents coverage. Any excess credits not used to purchase benefits will automatically be paid in cash. | Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No Excess Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes |
| VISION INSURANCE | Employee - \$ 4.93 Employee +1 - \$10.11 Family - \$13.81 | Flexible credit allowance of \$95.00 semimonthly pays for dental and vision benefits for employee/dependents coverage. Any excess credits not used to purchase benefits will automatically be paid in cash. | Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No Excess Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes |
| SUPPLEMENTAL TERM LIFE INSURANCE | 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 | This is a total voluntary benefit. All premiums will be deducted semimonthly before tax from employees paycheck. Dependent life insurance is not available. | Premium Federal/State—No FICA/Medicare—Yes for amounts over \$50,000 Retirement Contributable—No |
| BASIC TERM LIFE INSURANCE \$10,000 | | County pays term life insurance premiums. | Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No |

| 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. | 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
2009 BENEFIT PACKAGE**

| TYPE | SEMIMONTHLY | DESCRIPTION | SUBJECT TO TAXES |
|---|--|--|---|
| HEALTH INSURANCE | <p>HEALTH PLAN OF SAN JOAQUIN Employee Only \$251.67 Employee+1 \$503.33 Family \$679.49</p> <p>KAISER Employee Only \$273.78 Employee + 1 \$547.56 Family \$739.20</p> <p>PACIFICARE Employee Only \$274.91 Employee + 1 \$549.82 Family \$742.25</p> <p>PACIFICARE POS Employee Only \$366.30 Employee + 1 \$772.80 Family \$1106.09</p> | <p>Employee/dependent coverage paid 100% at the County base coverage level.</p> <p>Employee Only \$251.67 Employee + 1 \$503.33 Family \$679.49</p> <p>Share of premium will be deducted semimonthly before tax from employees paycheck.</p> <p>\$75.00 semimonthly</p> <p>Health Insurance waive credit with proof of other coverage.</p> | <p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p> <p>Excess Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p> |
| DENTAL INSURANCE | <p>Employee - \$ 16.34 Employee + 1 - \$ 29.67 Family - \$ 48.69</p> | <p>Flexible credit allowance of \$100.00 semimonthly pays for dental and vision benefits for employee/dependents coverage. Any excess credits not used to purchase benefits will automatically be paid in cash.</p> | <p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p> <p>Excess Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p> |
| VISION INSURANCE | <p>Employee - \$ 4.93 Employee + 1 - \$10.11 Family - \$13.81</p> | <p>Flexible credit allowance of \$100.00 semimonthly pays for dental and vision benefits for employee/dependents coverage. Any excess credits not used to purchase benefits will automatically be paid in cash.</p> | <p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p> <p>Excess Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p> |
| SUPPLEMENTAL TERM LIFE INSURANCE | <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 | | <p>County pays term life 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. | 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
2009 BENEFIT PACKAGE**

| TYPE | SEMIMONTHLY | DESCRIPTION | SUBJECT TO TAXES |
|---|--|--|---|
| HEALTH INSURANCE | <p>HEALTH PLAN OF SAN JOAQUIN Employee Only \$251.67 Employee+1 \$503.33 Family \$679.49</p> <p>KAISER Employee Only \$273.78 Employee + 1 \$547.56 Family \$739.20</p> <p>PACIFICARE Employee Only \$274.91 Employee + 1 \$549.82 Family \$742.25</p> <p>PACIFICARE POS Employee Only \$366.30 Employee + 1 \$772.80 Family \$1106.09</p> | <p>Employee/dependent coverage paid 100% at the County base coverage level.</p> <p>Employee Only \$251.67 Employee + 1 \$503.33 Family \$679.49</p> <p>Share of premium will be deducted semimonthly before tax from employee's paycheck.</p> <p>\$75.00 semimonthly Health Insurance waive credit with proof of other coverage.</p> | <p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p> <p>Excess Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p> |
| DENTAL INSURANCE | <p>Employee - \$ 16.34 Employee +1 - \$ 29.67 Family - \$ 48.69</p> | <p>Flexible credit allowance of \$100.00 semimonthly pays for dental and vision benefits for employee/dependents coverage. Any excess credits not used to purchase benefits will automatically be paid in cash.</p> | <p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p> <p>Excess Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p> |
| VISION INSURANCE | <p>Employee - \$ 4.93 Employee +1 - \$10.11 Family - \$13.81</p> | <p>Flexible credit allowance of \$100.00 semimonthly pays for dental and vision benefits for employee/dependents coverage. Any excess credits not used to purchase benefits will automatically be paid in cash.</p> | <p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p> <p>Excess Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p> |
| SUPPLEMENTAL TERM LIFE INSURANCE | <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 | | <p>County pays term life 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 | | 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. | 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
2009 BENEFIT PACKAGE**

| TYPE | SEMIMONTHLY | DESCRIPTION | SUBJECT TO TAXES |
|---|--|---|---|
| HEALTH INSURANCE | <p>HEALTH PLAN OF SAN JOAQUIN Employee Only \$251.67 Employee+1 \$503.33 Family \$679.49</p> <p>KAISER Employee Only \$273.78 Employee + 1 \$547.56 Family \$739.20</p> <p>PACIFICARE Employee Only \$274.91 Employee + 1 \$549.82 Family \$742.25</p> <p>PACIFICARE POS Employee Only \$366.30 Employee + 1 \$772.80 Family \$1106.09</p> | <p>Employee/dependent coverage paid 100% at the County base coverage level.</p> <p>Employee Only \$251.67 Employee + 1 \$503.33 Family \$679.49</p> <p>Share of premium will be deducted semimonthly before tax from employees paycheck.</p> <p>\$75.00 semimonthly Health Insurance waive credit with proof of other coverage.</p> | <p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p> <p>Excess Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p> |
| DENTAL INSURANCE | <p>Employee - \$ 16.34 Employee + 1 - \$ 29.67 Family - \$48.69</p> | <p>Flexible credit allowance of \$100.00 semimonthly pays for dental and vision benefits for employee/dependents coverage. Any excess credits not used to purchase benefits will automatically be paid in cash.</p> | <p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p> <p>Excess Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p> |
| VISION INSURANCE | <p>Employee - \$ 4.93 Employee + 1 - \$ 10.11 Family - \$ 13.81</p> | <p>Flexible credit allowance of \$100.00 semimonthly pays for dental and vision benefits for employee/dependents coverage. Any excess credits not used to purchase benefits will automatically be paid in cash.</p> | <p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p> <p>Excess Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p> |
| SUPPLEMENTAL TERM LIFE INSURANCE | <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 | | <p>County pays term life 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. | 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
2009 BENEFIT PACKAGE**

| TYPE | SEMIMONTHLY | DESCRIPTION | SUBJECT TO TAXES |
|---|--|---|---|
| HEALTH INSURANCE | <p>HEALTH PLAN OF SAN JOAQUIN Employee Only \$251.67 Employee+1 \$503.33 Family \$679.49</p> <p>KAISER Employee Only \$273.78 Employee + 1 \$547.56 Family \$739.20</p> <p>PACIFICARE Employee Only \$274.91 Employee + 1 \$549.82 Family \$742.25</p> <p>PACIFICARE POS Employee Only \$366.30 Employee + 1 \$772.80 Family \$1106.09</p> | <p>Employee/dependent coverage paid 100% at the County base coverage level.</p> <p>Employee Only \$251.67 Employee + 1 \$503.33 Family \$679.49</p> <p>Share of premium will be deducted semimonthly before tax from employees paycheck.</p> <p>\$75.00 semimonthly Health Insurance waive credit with proof of other coverage.</p> | <p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p> <p>Excess Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p> |
| DENTAL INSURANCE | <p>Employee - \$ 16.34 Employee +1 - \$ 29.67 Family - \$ 48.69</p> | <p>Flexible credit allowance of \$100.00 semimonthly pays for dental and vision benefits for employee/dependents coverage. Any excess credits not used to purchase benefits will automatically be paid in cash.</p> | <p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p> <p>Excess Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p> |
| VISION INSURANCE | <p>Employee - \$ 4.93 Employee +1 - \$10.11 Family - \$13.81</p> | <p>Flexible credit allowance of \$100.00 semimonthly pays for dental and vision benefits for employee/dependents coverage. Any excess credits not used to purchase benefits will automatically be paid in cash.</p> | <p>Premium Federal/State—No FICA/Medicare—No Retirement Contributable—No</p> <p>Excess Federal/State—Yes FICA/Medicare—Yes Retirement Contributable—Yes</p> |
| SUPPLEMENTAL TERM LIFE INSURANCE | <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 | | <p>County pays term life 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. | 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.