

# Summary of SACOG New Employee Benefits

*Assumes Full-Time Employment*

Benefit	Details		
<b>Paid Time Off</b>	18.67 hours/month through 3rd year	22 hours/month through 15th year	25.34 hours/month thereafter
	At termination, balance paid out for first 80 hours in cash; remainder in deferred compensation plan Paid Time Off balances over 350 hours rolled into 401(a) plan annually, with the option to cash out up to 80 hours		
<b>Longevity Pay</b>	2.5% after 13 years	An additional 2.5% after 18 years	
<b>Holidays</b>	12 days/year paid	After 1 year, additional 4 floating holidays	
<b>Cost of Living Adjustment</b>	Automatic COLA 5 % applied in July 2023, thereafter the COLA may be up to 5% in future years, based on the Federal Consumer Price Index for Urban Consumers for the State of California		
<b>Health Insurance</b>	SACOG pays 100% of the Kaiser 2-party rate for employees (current value is \$1827.48). Employees may select from a variety of plans offered by CalPERS. New employees who do not take insurance from SACOG are eligible for \$150 per month.		
<b>Post-Retirement Health Insurance</b>	Currently \$151 per month in retirement towards healthcare contributions if retiring from SACOG (adjusted for inflation)  \$50 per month contributed to a Health Reimbursement Savings Account for each month of employment; contributions are available to employee after leaving SACOG at any age		
<b>Dental &amp; Vision Insurance</b>	Paid dental insurance for employee and family; paid vision insurance for employee and family		
<b>Life Insurance</b>	Employer-paid coverage up to \$55,000, based on salary	Optional coverage up to \$600,000	
	Employer-paid spouse and dependent coverage of \$2,000		
<b>Short-Term Disability Insurance</b>	Paid short-term disability insurance at 2/3s of salary		
<b>Long-Term Disability Insurance</b>	Paid long-term disability insurance at 2/3s of salary		
<b>CalPERS Retirement</b>	Classic CalPERS employees: 2% @ 55 with a 3-year average compensation formula; SACOG reports the PERS employee contribution paid by SACOG as reportable income for PERS retirement purposes	New CalPERS employees: 2% @ 62 with a 3-year average compensation formula	

<b>Deferred Compensation</b>	1% of salary contributed to a 401(a) plan for those who qualify for the 2% @62 pension benefit (PEPRA)  Optional contributions subject to annual IRS contribution limits for 457 and 401(a) plans
<b>Career Development Program</b>	SACOG pays for professional training at full cost; reimburses 50% of general educational expenses. One employee eligible annually for tuition reimbursement up to \$3,000 per semester
<b>Professional Dues</b>	Employer-paid
<b>Medical Flexible Spending Account</b>	After 1 year of employment, employees may contribute up to \$3,050 in pre-tax dollars for qualified expenses
<b>Dependent Care FSA</b>	After 1 year of employment, employees may contribute up to \$5,000 in pre-tax dollars for qualified expenses
<b>Bereavement Leave</b>	40 hours maximum per incident
<b>Social Security</b>	SACOG participates in Social Security
<b>Computer Loan Program</b>	After 1 year of employment, SACOG provides 12-month, zero interest loans for qualified computer purchases
<b>Flexible Work Schedule</b>	SACOG allows alternative work schedules and teleworking
<b>Flexible Work Benefit</b>	SACOG provides each employee with a taxable benefit of \$120 per month to cover costs of teleworking and/or commuting
<b>On-Site Gym &amp; Locker Room Facilities</b>	Employees receive free access to an on-site athletic gym with locker rooms featuring showers and reservable lockers for gym use or bicycle commuting
<b>Optional Insurance</b>	Optional employee-paid insurance for the following types: Income-Loss Protection (Short-Term Disability, Life (term or whole)); Asset-Loss Protection (Accident, Cancer, Critical Illness, Hospital Intensive Care); Supplemental Medical (Hospital Indemnity, Dental, Vision)