

# Summary of SACOG 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. Balances over 592 hours at end of fiscal year go into deferred compensation plan for regular employees age 50 and over		
<b>Longevity Pay</b>	2.5% after 13 years	5% after 18 years	
<b>Holidays</b>	12 days/year paid	After 1 year, additional 2 floating holidays	
<b>Cost of Living Adjustment</b>	Up to 4% annually on July 1, based on Federal Consumer Price Index for Urban Consumers for State of California		
<b>Health Insurance</b>	\$1,461.55 monthly towards CalPERS health plans or Kaiser PERS Sacramento area family rate. A portion of any unused health insurance premiums is paid to the employee.		
<b>Post-Retirement Health Insurance</b>	Up to the current Kaiser Bay Area/Sacramento Two-Party Basic Premium subject to CalPERS vesting schedule.		
<b>Transportation</b>	\$121/month for transit, bicycling or walking; up to \$77/month for carpooling; pre-tax transit pass and parking withholdings available		
<b>Dental &amp; Vision Insurance</b>	Paid dental insurance for employee and family; paid vision insurance for employee		
<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>Long-Term Disability Insurance</b>	2/3s of salary up to \$6,000 per month (\$4,000 per month benefit)		
<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>	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 FSA</b>	After 1 year of employment, employees may contribute up to \$2,500 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>	After 1 year of employment, SACOG allows alternative work schedules and teleworking		
<b>Aflac (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)		