

Summary of SACOG New Employee Benefits

Assumes Full-Time Employment

Benefit	Details		
Paid Time Off	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 592 hours rolled into 401(a) plan annually, with the option to cash out up to 80 hours		
Longevity Pay	2.5% after 13 years	5% after 18 years	
Holidays	12 days/year paid	After 1 year, additional 2 floating holidays	
Community Service Time	SACOG pays up to 8 hours of leave annually for qualified community service		
Cost of Living Adjustment	Automatic COLA between 1-4% applied each July (for 2021 it will be 1.69%), based on Federal Consumer Price Index for Urban Consumers for State of California		
Health Insurance	\$1624.90 monthly towards CalPERS health plans. Up to \$903.65 of any unused health insurance premiums is paid to the employee		
Post-Retirement Health Insurance	Currently \$143 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		
Dental & Vision Insurance	Paid dental insurance for employee and family; paid vision insurance for employee		
Life Insurance	Employer-paid coverage up to \$55,000, based on salary Employer-paid spouse and dependent coverage of \$2,000	Optional coverage up to \$600,000	
Long-Term Disability Insurance	2/3s of salary up to \$6,000 per month (\$4,000 per month benefit)		
CalPERS Retirement	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	
Deferred Compensation	Optional contributions subject to annual IRS contribution limits for 457 and 401(a) plans		

Career Development Program	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
Professional Dues	Employer-paid
Medical Flexible Spending Account	After 1 year of employment, employees may contribute up to \$2,750 in pre-tax dollars for qualified expenses
Dependent Care FSA	After 1 year of employment, employees may contribute up to \$5,000 in pre-tax dollars for qualified expenses
Bereavement Leave	40 hours maximum per incident
Social Security	SACOG participates in Social Security
Transportation (Commuter) Benefits	\$127.50/month for transit, bicycling or walking Up to \$89/month for carpooling Pre-tax transit pass and parking withholdings available
Computer Loan Program	After 1 year of employment, SACOG provides 12-month, zero interest loans for qualified computer purchases
Flexible Work Schedule	SACOG allows alternative work schedules and teleworking
On-Site Gym & Locker Room Facilities	Employees receive free access to an on-site athletic gym with locker rooms featuring showers and reservable lockers for gym use or bicycle commuting
Aflac (Optional Insurance)	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)