

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 350 hours rolled into 401(a) plan annually (effective July 2023), with the option to cash out up to 80 hours		
Longevity Pay	2.5% after 13 years	An additional 2.5% after 18 years	
Holidays	12 days/year paid	After 1 year, additional 4 floating holidays	
Cost of Living Adjustment	Automatic COLA 5% applied for July 2022, thereafter the COLA in July will be up to 5% in 2023 and up to 5% in future years, based on the Federal Consumer Price Index for Urban Consumers for the State of California		
Health Insurance	Starting July 1, 2022, SACOG pays 100% of the Kaiser 2-party rate for employees (current value is \$1714.12). Employees may select from a variety of plans offered by CalPERS. Up to \$554.65 of any unused health insurance premiums is paid to the employee for those hired before July 1, 2022. After July 1, 2022, employees who do not take insurance from SACOG are eligible for \$150 per month.		
Post-Retirement Health Insurance	Currently \$149 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, with family coverage starting in January 2023		
Life Insurance	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		
Short-Term Disability Insurance	Paid short-term disability insurance effective January 2023		
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	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
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
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
Flexible Work Benefit	As of July 1, 2022, SACOG will provide each employee with a taxable benefit of \$120 per month to cover costs of teleworking and/or commuting
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
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)