

This document does not represent
an MOU but rather current salary
and benefits for this group

ATTACHMENT A
ELECTED DEPARTMENT HEADS, MANAGEMENT, SAFETY MANAGEMENT &
CONFIDENTIAL EMPLOYEES

Medical Insurance:

1. Effective pay period 12, November 6, 2010 for the 2011 benefit year all Elected Department Heads, Management, and Confidential employees, including Tahoe employees, will pay 20% of the monthly premium for any CalPERS health plan.
2. Effective pay period 12, November 6, 2010 for the 2011 and future benefit years, all Elected Department Heads, Management, and Confidential employees who elect to opt out of the CalPERS Health plan, because he/she has other coverage available, and elects to participate in the In Lieu of Health (ILH) option, will receive a flat dollar amount of \$130.00 per pay period for the ILH to be contributed to their 401k account.
3. Effective PP 14, December 4, 2010, part-time prorated benefit tiers shall be as listed below. Placement in the tiers will be adjusted every thirteen pay periods based on the average number of paid regular hours completed in the prior thirteen pay periods. Changes will be prospective and effective pay period 1 and pay period 14 in each fiscal year. Part-time Pro-rated Benefit Tiers are:
 - a) 50% benefit = 20 hours /week
 - b) 75% benefit = 21-31 hours/week
 - c) 100% benefit = 32+ hours/week

Dental Insurance:

1. Elected Department Heads, Management, and Confidential employees will pay for the full cost for dependents and any future rate increases associated with dependent coverage in the dental plan. The County will continue to pay for the employee only cost.
2. Effective pay period 16, January 1, 2011 for the 2011 benefit year all Elected Department Heads, Management, and Confidential employees will pay the following dental premiums:
 - a. Employee Only = County Paid
 - b. Employee + 1 = \$31.86/month
 - c. Employee + 2 or more = \$60.00/month
3. Retiree Dental Participation: Effective the first full pay period following adoption, all Elected Department Heads, Management, and Confidential employees hired on or after this date will not be eligible to participate in the dental plan at retirement. Participation in retiree dental plan will be limited to current Elected Department Heads, Management, and Confidential employees, including those Elected Department Heads, Management, and Confidential retirees who have already retired since January 1, 2000.

Retiree Vision Insurance:

The County will add a retired annuitant vision insurance program if and when a program becomes available at the State and is paid for 100% by the retired annuitant.