



# International Union of Operating Engineers, Stationary Engineers (Local 39)

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Memorandum of Understanding (MOU) Term	July 11, 2023 – July 1, 2026
Representation	International Union of Operating Engineers, Stationary Engineers Local 39
<b>Health and Welfare</b>	
Benefit Level	Full-time (80 hours/1.0 FTE)
Medical	<p><b>Semi-Monthly County Contribution</b>  <b>Effective June 1, 2024 – May 31, 2025</b></p> <p>\$446.50 Employee Only            \$893.00 Employee +1            \$1,262.50 Employee +2 or more</p>
Dental	<p>\$46.24 – Semi-Monthly County Contribution  <b>\$13.04 – Semi-Monthly Employee Contribution</b></p>
Vision	County Paid (\$7.45 Semi-Monthly)
Basic Life Insurance – County Paid	1-time Annual Base Salary
Supplemental Life – Employee Paid	Elect coverage in \$10,000 Increments (not to exceed \$500,000 when combined with Basic Life)
Dependent Life – Employee Paid	\$5,000 per Eligible Dependent
Accidental Death & Dismemberment – County Paid	1-time Annual Base Salary
<b>Leave Provisions</b>	
Vacation – Accrual based on years of service	Accrue up to 4.94 – 8.01 hours Maximum accrual not to exceed 280 hours
Vacation Savings Plan (VSP) – Employee Paid	Set aside up to 20 hours of base pay each plan year during years 3 through 5
Holiday	12 holidays per year 1 Floating Holiday per year (no carryover or cash-out)
Sick	Accrue up to 3.68 hours
Paid Parental Leave	320 hours (subject to eligibility requirements)
Compassionate	Up to 32 hours per eligible occurrence

*In the case of conflict between the information presented in this summary and the current Memorandum of Understanding (MOU), the MOU determines the benefit. This document does not constitute a contract. Benefits are subject to change. For benefit details, please refer to the Salary Resolution or Memorandum of Understanding in effect for this employee group.*

Revised: April 8, 2024

Retirement – Pension	
<b>Tier 1</b> (Retirement system membership on or before 12/31/2012. Reciprocity provision may apply)	3% at 60
<b>Tier 2</b> (Retirement system membership on or after 1/1/2013)	2% at 62: 2.5% at 67
Retirement – Other	
<b>401(a) Deferred Compensation</b>	.25% Base Salary - County Contribution
<b>457 - Voluntary Deferred Compensation</b>	Employee Paid (optional)
<b>Retiree Medical Plan – Hired Prior to January 1, 2009</b>	See Memorandum of Understanding (MOU) for eligibility requirements
<b>Retiree Health Reimbursement Account (HRA) – Hired on or after January 1, 2009</b>	\$2,400 Lump Sum Deposit upon meeting eligibility criteria; then \$0.58 per eligible pay status hour (Approximately \$1200 per year)
Other Benefits	
<b>Staff Development/Wellness Reimbursement</b>	Full Time - \$565 per Fiscal Year Part Time - \$285 per Fiscal Year
<b>Staff Development/Wellness and Tool (employees providing their own tools)</b>	Full Time - \$615 per Fiscal Year Part Time - \$310 per Fiscal Year
<b>Safety Boots/Shoes</b>	Voucher worth up to \$300 per pair annually
<b>Dependent Care Assistance Program (DCAP)</b>	Employee Paid (Optional)
<b>Health Flexible Spending Account (FSA)</b>	Employee Paid (Optional)
<b>Long Term Disability</b>	County Paid
<b>Employee Assistance Program (EAP)</b>	County Paid

**Semi-Monthly Medical Premium Out-of-Pocket Cost – Examples based on 2024/2025 medical plan premiums.**

**Example #1:** Employee elects Kaiser Permanente HMO with Employee Only coverage.

\$565.81 Premium  
 - ~~\$446.50~~ County Contribution  
**\$119.31 Employee Semi-Monthly Out-of-Pocket Cost**

**Example #2:** Employee elects Sutter Health Plus HMO with Employee + 1 dependent coverage.

\$811.70 Premium  
 - ~~\$811.70~~ County Contribution  
**\$0.00 Employee Semi-Monthly Out-of-Pocket Cost**

**Example #3:** Employee elects Western Health Advantage HMO with Employee + 2 or more dependents coverage.

\$1,124.21 Premium  
 - ~~\$1,124.21~~ County Contribution  
**\$0.00 Employee Semi-Monthly Out-of-Pocket Cost**

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