

- Savings Plan (401K Plan) – No change (up to **4%** salary match by County).
- Life Insurance – No change.
- Vacation – (See individual explanations for Mega-Flex and Flex participants below.)
- Leave Donation – No change.
- Retirement – Employee contribution amounts are controlled by LACERA. The rates are set according to actuarial valuations annually for employees covered by Plan G and tri-annually for those employees covered in all other retirement plans.
- Mileage – \$.525 per mile, a decrease from \$.54 per mile. This amount, set by the County Auditor Controller, mirrors the IRS-authorized rate.

Mega-Flex Participants *Only*

- The County contributes **14.5%** of your monthly salary (but no less than \$1,158 per month) to employees with less than 5 years of service so that you can select benefits and buy leave days. If you have more than 5 years of service, the County contributes **17%** of your monthly salary toward Mega-Flex benefits. After selecting benefits and buying leave days, the balance will be provided as compensation.

The following chart projects the average salaries by negotiated raises for each classification and estimates the benefit contribution based on **14.5%** contribution rate, effective 1/14/2016. The amounts will vary depending on steps, promotions, and years of service. If you have more than 5 years of service, you will receive a **17%** contribution rate. The following information is illustrative of how the Mega-Flex benefit contributions will provide you with additional compensation to purchase benefits.

- Effective 10/1/2015:
 - *DDA I Average Salary:* \$6,447.56 = Benefit contribution is \$1,158.00 per month.
 - *DDA II Average Salary:* 7,938.93 = Benefit contribution is 1,158.00 per month.
 - *DDA III Average Salary:* 11,192.75 = Benefit contribution is 1,622.95 per month.
 - *DDA IV Average Salary:* 14,093.77 = Benefit contribution is 2,043.59 per month.
- Effective 10/1/2016:
 - *DDAI Average Salary:* **3%** salary increase applied to \$6,640.98 plus one step **5.5%** = \$7,006.23. Benefit contribution is \$1,158 per month (no change).
 - *DDAII Average Salary:* **3%** salary increase applied to \$8,177.09 plus one-step **5.5%** = \$8,626.83. Benefit contribution is \$1,250.89 (increase of \$92.89 per month).
 - *DDA III Average Salary:* **3%** salary increase applied to \$11,528.53 plus one-step **5.5%** = \$12,162.60. Benefit contribution is \$1,763.58 (increase of \$140.63 per month).
 - *DDA IV Average Salary:* **3%** salary increase applied to \$14,516.58 plus one-step **5.5%** = \$15,314.99. Benefit contribution is \$2,220.67 (increase of \$177.08 per month).

- Effective 10/1/2017:
 - *DDA I Average Salary:* **2%** salary increase applied to \$7,146.35 plus one-step **5.5%**=\$7,539.40. Benefit contribution is \$1,158 per month (no change).
 - *DDA II Average Salary:* **2%** salary increase applied to \$8,799.36 plus one-step **5.5%**=\$9,283.33. Benefit contribution is \$1,346.08 (increase \$95.19 per month).
 - *DDA III Average Salary:* **2%** salary increase applied to \$12,405.85 plus one-step **5.5%**=\$13,088.17. Benefit contribution is \$1,897.78 (increase \$134.20 per month).
 - *DDA IV Average Salary:* **2%** salary increase applied to \$15,621.29 (assumes no additional steps). Benefit contribution is either **14.5%** for \$2,265.08 (\$44.41 increase per month) or use **17%** for \$2,655.62.
- Effective 4/1/2018:
 - A salary increase of **2%** will take effect resulting in another increase to the benefit contributions in midyear. The amount of the County contribution for Mega-Flex benefits will be approximately the same amount as the previous salary increase.

Actual employee salaries and subsequent benefit contributions will be impacted by promotions, effective date of step increases and seniority dates for 5 years of service.

- Vacation – Non-Elective Leave for 40-Hour Week employees was increased effective the pay period ending 1/15/2016. If you are eligible, you should have seen this change on your second paystub in January.

<u>Years of Service</u>	<u>Non-Elective Leave Leave Hrs. Earned</u>	<u>Pay Period Rate</u>
Less than 20 years:	80	4 hrs., 0 min. (No change.)
20 to less than 21 years:	84	4 hrs., 12 min. (Inc. by ½ day per yr.)
21 to less than 22 years:	88	4 hrs., 24 min. (Inc. by 1 day per yr.)
22 to less than 23 years:	92	4 hrs., 36 min. (Inc. by 1½ days per yr.)
23 to less than 24 years:	96	4 hrs., 48 min. (Inc. by 2 days per yr.)
24 or more years:	100	5 hrs., 0 min. (Inc. by 2½ days per yr.)

Flex Participants *Only*

- The County contribution is **10%** of your monthly salary but no less than \$859.00 per month. Flex participants do not purchase or receive all of the Mega-Flex benefits. The Flex plan was closed to County employees when Mega-Flex became the alternative. As your salary increases over the next 3 years because of the scheduled negotiated raises, the County’s contribution to Flex will respectively increase.

- Vacation – Flex participants also received a vacation increase for those employees who work a 40-hour-week as follows:

<u>Years of Service</u>	<u>Vacation Accrual Rate</u>
Less than 20 years:	160 hours (No change.)
20 years:	168 hours (Increased by 8 hours per year.)
21 years:	176 hours (increased by 16 hours per year.)
22 years:	184 hours (increased by 24 hours per year.)
23 years:	192 hours (increased by 32 hours per year.)
24 or more years:	200 hours (increased by 40 hours per year.)

If you are eligible, the change is effective 1/15/2016, and you should have seen this change on your second paystub in January.

It is ADDA’s intent to be part of the annual benefit renewal process as is provided for in our MOU. We will keep you fully apprised of any changes so that you can make informed decisions about your Mega-Flex and Flex benefits.

Sincerely,

Marc Debbaudt
President