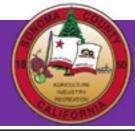
Service Employees' International Union (SEIU)





Memorandum of Understanding (MOU) Term	May 9, 2023 - February 28, 2026
Representation	Clerical - 0001
	Service & Technical Support - 0005
	Maintenance - 0010
	Social Services - 0025
	Nursing Services - 0080
	Supervisory - 0095

Health and Welfare		
Benefit Level	Full Time (80 hours/1.0 FTE)	
Medical	Semi-Monthly County Contribution Effective June 1, 2025 - May 31, 2026 \$469.00 Employee Only \$938.00 Employee + 1 \$1,326.00 Employee + 2 or More	
Dental	\$45.15 Semi-Monthly County Contribution \$14.13 Semi-Monthly Employee Contribution	
Vision - County Paid	\$7.45 Semi-Monthly	
Basic Life Insurance - County Paid	1x Annual Salary	
Supplemental Life Insurance - Employee Paid	Elect coverage in \$10,000 increments (not to exceed \$500,000 when combined with Basic)	
Dependent Life - Employee Paid	\$0.23 Semi-Monthly Coverage of \$5,000 per Eligible Dependent	
Accidental Death & Dismemberment (AD&D) - County Paid	1x Annual Salary	

Leave Provisions		
Vacation - Accrual based on years of service Non-Supervisory Supervisory	Accrue up to 4.94 - 8.01 hours Maximum accrual not to exceed 280-360 hours Maximum accrual not to exceed 360-440 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	

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Revised: September 25, 2025

Retirement - Pension		
Tier 1 (Retirement system membership on or before 12/31/2012. Reciprocity provision may apply)	3% at 60	
Tier 2 (Retirement system membership on or after 1/1/2013)	2% at 62; 2.5% at 67	

Retirement - Other		
457 - Voluntary Deferred Compensation	Employee paid (optional)	
Retiree Medical Plan - Hired prior to January 1, 2009	See Memorandum of Understanding (MOU) for eligibility requirements	
Retiree Health Reimbursement Account (HRA) - Hired on or after January 1, 2009	\$2,400 lump sum deposit upon meeting eligibility criteria; then \$0.58 per eligible pay status hour (Approximately \$1,200 per year)	

Other Benefits		
Uniforms Approved classifications only	Full Time/Part Time voucher per fiscal year \$300/\$150	
Safety Boots/Shoes Approved classifications only	Voucher worth up to \$300 for required boots or \$200 for required shoes annually	
Dependent Care Assistance Program (DCAP)	Employee paid (optional)	
Health Flexible Spending Account (FSA)	Employee paid (optional)	
Employee Assistance Program (EAP)	County paid	
Short Term Disability	Employee Paid through SEIU Union Insurance Services	
Long Term Disability	County paid	

Example of Semi-Monthly Medical Premium - Based on 2025/2026 Medical Plan Premiums

Kaiser Permanente HMO with employee only coverage

\$609.87 Total Premium
-\$469.00 County Semi-Monthly

-\$469.00 County Semi-Monthly Contribution \$140.87 Employee Semi-Monthly Contribution

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In 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 benefits details, please refer to the Salary Resolution or Memorandum of Understanding in effect for this employee group.

Revised: August 21, 2025