

## Employee Benefits

*Many applicants who apply for County positions are totally unaware of the various mandatory and voluntary benefits and the cost that will be deducted from their pay – which causes them quite a surprise at orientation. To help educate our applicants, HR has developed this form. Please share this form with any of your staff that are involved in the interviewing process, so that they may provide it to those applicants selected for interviews.*

<b>Benefit</b>	<b>Employees</b>	<b>Law Enforcement</b>	<b>Fire Service</b>
<b>MANDATORY</b>	<b>25 Year Retirement</b>	<b>20 Year Retirement</b>	<b>20 Year Retirement</b>
<b>PERA</b> Public Employer's Retirement Association <u>Includes PERA Retirees – rehired by Dona Ana County</u>	BI Weekly Deduction 3.287% of gross wages  <b>19.013% DAC Match TOTAL 22.3%</b>	BI Weekly Deduction 16.30% of gross wages  <b>18.50% DAC Match TOTAL 34.8%</b>	BI Weekly Deduction 16.20% of gross wages  <b>21.25% DAC Match TOTAL 37.45%</b>
<b>Social Security</b>	6.20%	NO DEDUCTION	NO DEDUCTION
<b>Medicare</b>	1.45%	1.45%	1.45%
<b>WC Admin Fee</b>	2.00 per quarter	2.00 per quarter	2.00 per quarter
<b>OPTIONAL</b> <b>Deferred Comp</b> No contribution from DAC	Available	Available	Available
<b>Annual Leave</b> Full-time & Grant w/Benf 0-6mo *elig to take after satisfactory 6mo eval. 1-5 years 6-10 years 11-20 years	<b>Employees</b>  3.077 hrs biwk accrued  3.077 hrs bi-weekly 4.615 hrs bi-weekly 6.153 hrs bi-weekly	<b>Law Enforcement</b>  3.077 hrs biwk accrued  3.077 hrs bi-weekly 4.615 hrs bi-weekly 6.153 hrs bi-weekly	<b>Fire Service</b>  3.077 hrs biwk accrued  3.077 hrs bi-weekly 4.615 hrs bi-weekly 6.153 hrs bi-weekly
<b>Paid Holidays</b>	Annual BOCC approved holidays (12 days – may vary)	Annual BOCC approved holidays (12 days – may vary)	Annual BOCC approved holidays (12 days – may vary)
<b>Personal Day</b>	8 hrs annual fiscal yr	8 hrs annual fiscal yr	8 hrs annual fiscal yr
<b>Sick Leave</b> After 15 yrs County service with PERA retirement – eligible to cash out unused sick leave up to 600 hrs or \$15K	3.85 hrs bi-weekly	3.85 hrs bi-weekly	3.85 hrs bi-weekly
<b>Contribute Vacation Leave to EE w/o Sick Leave</b>	Available	Available	Available
<b>Emergency Leave</b> (Funeral leave for immed. Family member)	Up to 40 hours paid	Up to 40 hours paid	Up to 40 hours paid
<b>Military Leave</b> 10/1-9/30 annually	15 days paid leave	15 days paid leave	15 days paid leave

## Employee Leave Benefits

<b>Jury/Civic Duty Leave</b> FT classified, grant/term, appointees positions only	Paid leave jury duty	up to 10 days yr paid	Subpoenaed as witness
<b>Voting Leave</b> Paid time off to vote depending upon EE's work hours	Available	Available	Available
<b>Family &amp; Medical Leave</b> (Federal Law) Elig after 12 mo, 1250 hrs 12 wks job protected leave for qualifying condition	Available	Available	Available
<b>Voluntary Leave of Absence w/o Pay</b> EE returned to same/similar position if returns w/in 3 months	With County Mgr Approval for good cause provided EE in good standing	With County Mgr Approval for good cause provided EE in good standing	With County Mgr Approval for good cause provided EE in good standing
<b>Skills Training or Adv. Education requested by EE</b>	With approval from Dept Head/HR Dir-	Up to 100 hours paid work time (fiscal yr)	Related to services, activities, positions, of DAC
<b>Educational Assistance</b>	After probationary period-With pre-approval from Dept	Head/CM/HR Dir Reimb. Tuition cost for Higher education	With A or B in course

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