

BU 324

MAY 2, 2023

9am to 12pm

**BOARD OF SUPERVISORS
ACTION**

BARGAINING PRIORITIES

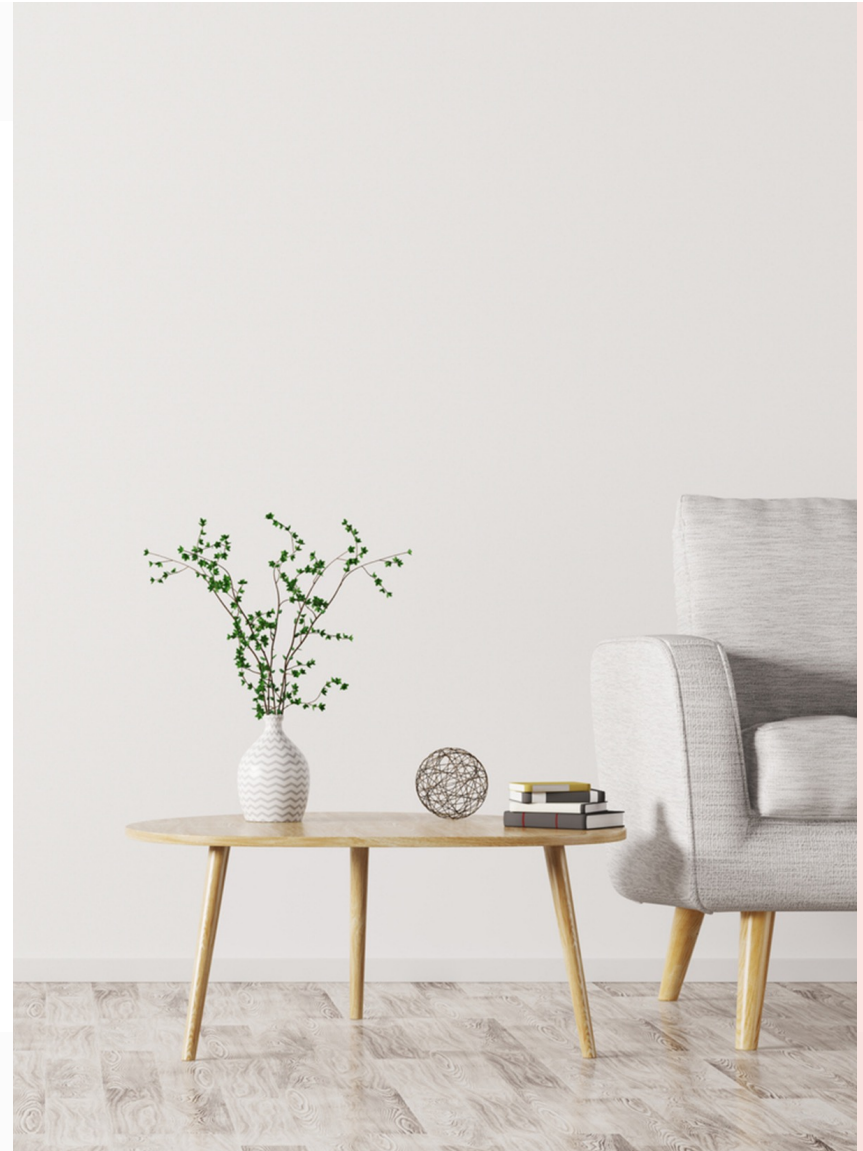
- PHYSICIAN EQUITY - MEGAFLEX
- INCREASE IN BASE SALARY ABOVE THE COLA
- RECRUITMENT AND RETENTION BONUSES



What does Mega-Flex Mean To Me?

Mega Flex Benefits...

1. Increased benefit allowance
2. Lower insurance premiums
3. Short Term Disability
4. Long Term Disability
5. 401k with 4% match
6. Leave Time



Mega Flex Allowance

- ♦ You are given a monthly allowance based on years of service to pay for benefits
- ♦ <5 years of service, you will receive 14.5% of monthly salary or \$1300/month
- ♦ > 5 years of service, you will receive 17 % of monthly salary or \$1300/month
- ♦ >10 years of service as of 1/1/1991, you will receive 17% + 0.4% of monthly salary for 10th year and each additional year to a maximum of 19% or \$1300/mo.
- ♦ Whatever money is not used, will go into your paycheck as taxable income

Benefit Allowance Example



2021 D6 Step 1 Salary is \$15494/month

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Month Mega Flex Benefit is \$ 619.76

Instead, Monthly benefit is \$1300.00

Monthly Non-Mega Flex Benefit is
\$1099.20 (2023 Allowance)

Mega Flex vs Non-Mega Flex Medical Cost (example for 2023 employee only)

Insurance Plans	Mega Premium/Mon	Non-Mega Premium/Mon	Cost Difference
Kaiser HMO	\$323	\$823.81	\$500.81 (44%)
Anthem BC HMO	\$323	\$839.34	\$516.34 (44%)
Anthem BC Plus POS	\$487	\$1689.03	\$1181 (55%)
Anthem BC Prudent Buyer PPO	\$624	\$1067.36	\$443.36 (26%)



Short Term Disability Insurance

1. Replacement for Non-MegaFlex accrued sick and part pay sick leave
2. Premiums paid pre-tax
3. There is a 14 day waiting period
4. Policy covers 70% of income up to 26 weeks if have 5 years of service
5. Can increase LTD coverage to 100% for 21 days after initial 7 days
6. Then coverage decreases to 80% of income
7. LTD additional coverage is \$204.71 / month

Long Term Disability County sponsored plan

1. 40% income replacement @
0.04%/ monthly salary
2. 60% income replacement @
0.157%/ monthly salary

Note:

1. Income is taxable on County's portion
2. Pay for Long Term Disability(LTD)
Insurance coverage which is
\$3/month



401K with County Match

Advantage:

- Provides additional retirement income given LACERA Plan G limited Pension Plan
- This is in addition to 457 plan with 4% County Match
- 2023 Employee contribution limit is \$22,500
- Catch-up contribution if 50 or over is \$7,500
- Limit is for all 401k if you have multiple



Employee Leave

Mega Flex

- ♦ Given 80 hours/year
- ♦ Accrue 4 hr/pay period up to 100 hours/years starting at 20 years of services
- ♦ Can buy additional time off up to 160 hours per year
- ♦ Unused leave hours cannot be carried over
- ♦ Unused hours are paid out annually

Non-Mega Flex

- ♦ Initially given 80 hours/year
- ♦ Accrue time over years
- ♦ No cost for sick and vacation time
- ♦ Paid vacation time once over 480 hours in following year January paycheck

UAPD's goal is to
increase our benefits
by obtaining Mega-
Flex.

