



# A Snapshot of Total Rewards for AFSCME 496-01 Employees Planner

## New Hire—Starting salary of \$48,080 (\$23.1154 hourly)

Your paycheck is just one part of the Total Rewards you receive as a Genesee County employee. You also have access to a wide variety of benefits that are primarily paid for by the County. Together, your pay and the amount the County pays for your benefits make up your Total Rewards.

For example, here is the estimated Total Rewards for a typical 496-01 employee. Your salary and benefits will differ; however, on average 496-01 employees' benefit contributions typically represent **38%** of their Total Rewards.



### CASH COMPENSATION

**\$48,080**

- Annual Salary (includes **\$6,149** in vacation, paid time off & holidays)

**62%**

On average cash compensation represents **62%** of Total Rewards.



### HEALTH & WELLNESS

**\$19,281\***

- Medical
- Dental
- Vision

**25%**

On average health & wellness benefits represent **25%** of Total Rewards.



### FINANCIAL PROTECTION BENEFITS

**\$1,324**

- Life Insurance
- Short-Term & Long-Term Disability
- Workers' Compensation
- Unemployment Insurance

**2%**

On average financial protection benefits represent **2%** of Total Rewards.



### SAVINGS & RETIREMENT BENEFITS

**\$8,824**

- 401(a) DC Plan
- Retiree Notional Account
- Social Security/Medicare

**11%**

On average savings & retirement benefits represent **11%** of Total Rewards.

\*Estimated cost assumes family coverage.

## Your Health & Wellness Benefits

The investment made in your health-related benefits is illustrated below.

### MEDICAL\*

Choose between BCBS and HAP Plans

93%

County Pays

7%

You Pay

### DENTAL

Coverage through Delta Dental

100%

County pays 100% of premium

### VISION

Vision services through NVA

100%

County pays 100% of premium

\* Cost sharing assumes BCBS family coverage and is based on the State determined maximum.

## Your Financial Protection Benefits

These benefits protect you if something unexpected happens.

### Life Insurance

\$50,000

No cost to you

### Short-Term Disability

60% of pay up to \$580 weekly

No cost to you

### Long-Term Disability

60% of pay up to \$2,400 monthly

No cost to you

## Your Savings and Retirement Benefits

The County sponsors two plans to fund your retirement. The benefits from these plans, combined with Social Security, Medicare and your own personal savings, help you build a financially secure future.



### 401(a) DC PLAN

Lets you save pre-tax for retirement.

The County contributes

**8%** of your pay.

## RETIREE NOTIONAL ACCOUNT



For employees hired after 3/23/2011

Helps fund retiree medical costs.

The County contributes

**\$50 per paycheck.**

## Additional Benefits and Programs

In addition, as a Genesee County employee you also have access to the following benefits and programs.

- Holidays & Paid Time Off
- Tuition Reimbursement
- Employee Assistance Plan
- Deferred Compensation Plan
- Career Change/Advancement
- Roth IRA
- Credit Union
- Discounted UM Recreation Center Membership

This summary is for illustration purposes only. It was designed to give you an idea of the estimated benefits and costs for a newly hired 496-01 employee. In some instances, costs are estimated based on assumptions, which include family BCBS medical, dental and vision coverage and 14 paid holidays. If there is a difference between this summary and the information in the official plan documents, the official plan documents will govern. Genesee County has the right to amend, modify or terminate any of the benefit plans or programs at any time. We have made every effort to ensure accuracy. However, if you believe any of this information is incorrect, or have questions about your pay or benefits, please contact Human Resources at (810) 237-6120.