

# EMPLOYEE BENEFIT SUMMARY

## UNIT A (General Safety) UNIT B (Supervisory Safety)

**Paydays:** Regular Paydays are every other Friday (26 pay periods per calendar year)

**Holidays:**

- New Year's Day
- Dr. Martin Luther King Jr.'s Birthday
- Presidents' Birthday
- Washington's Birthday
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve when Dec. 24<sup>th</sup> falls on Mon., Tue., Wed., or Thu.
- Christmas Day

**Paid Leave:**

Type of Paid Leave: **VACATION**

**ACCRUAL RATE**

Years of Completed Continuous County Service	Vacation Accrual
After 6 months of continuous employment	10 days/year
After 3 years of continuous employment	15 days/year
After 10 years of continuous employment	20 days/year
After 20 years of continuous employment	21 days/year
After 21 years of continuous employment	22 days/year
After 22 years of continuous employment	23 days/year
After 23 years of continuous employment	24 days/year
After 24 years of continuous employment	25 days/year

**Accrual Maximum:** 400 hours

**Buy Back:** Employees may elect to receive a straight-time cash payment for up to 40 hours of annual leave per calendar year subject to eligibility.

**Type of Paid Leave: Sick**

- 12 days per year

**Health Insurance:** Employee-only and dependent coverage available. Premiums paid through Flexible Benefit Plan. Coverage effective 1<sup>st</sup> of month following date of hire. COBRA coverage available upon termination subject to conditions. Retiree coverage available.

**Medical:**

- Operating and Engineers, Local No. 3, Medical Program
- Preferred Provider Plan: CalPERS Health Insurance Program.
- Health Maintenance Organizations: CalPERS Health Insurance Program (not available to Monterey County residents).
- Alternate Benefit Option: Provides pre- or post-tax cash benefit to employees purchasing private coverage subject to conditions.

**Dental:**

- Fee for Service Plan: Monterey County self-funded dental plan. Dependent coverage available.

**Vision:**

- Preferred Provider Plan: Monterey County self-funded vision plan. Dependent coverage available.

**Life Insurance:** \$10,000 Term Life

**Additional Life Insurance:**

- \$35,000 for eligible employees who do not elect dependent medical insurance.
- Supplemental life insurance available at employee expense.

**Eligibility:**

- The first day of the month following date of permanent hire.

**Retirement Plan:**

*California State Public Employees' Retirement System (CalPERS):*

- 3% at 50 Local Safety Formula

**Employee Contribution:**

- 9% – 7% paid by the County and 2% paid by the employee

**Minimum Service Requirement:**

- Age 50 with 5 Years of Service.

**Final Compensation**

- Single highest year

**Military Service Credit:**

- Up to four (4) years credit available at employees expense.

**Flexible Benefit Plan:** Cafeteria style benefit plan offering a variety of pre- and post-tax options including health, dental and vision insurance and private, supplemental insurance policies. Allows pre- and post-tax employee deductions. Plan year runs January to December and offers annual open enrollment. Benefit selections cannot be changed within the plan year. Use of, and access to, flexible credits is contingent upon employee enrollment in a County-offered health plan.

**Non-elective County Contributions:**

- Health: \$101.00/mo
- Dental/Vision: employee-only premium

*Elective County Contributions shown below are based on full time, regular employment and PERSChoice Northern Region enrollment – rates vary according to region of enrollment.*

**Elective County Contributions:**

- Employee only: \$400.38/mo
- Employee + one dependent: \$786.56/mo
- Employee + family: \$1047.86/mo

**Social Security:** No

**MediCare:** Yes

**Physical Exam:** An employee who for the previous calendar year elected the County insurance program and has no dependents for whom the County paid a portion of the medical premium shall be eligible to receive a physical examination by a County Physician at Natividad Medical Center at County expense. To schedule an appointment, contact Natividad Medical Group (NMG) at 759-0674.

**Deferred Compensation:** Yes. Program administered by Great West Life, (800) 274-8491.

**Dependent Care Flexible Spending Account Benefit:** Available at employee expense on a pre-tax basis.

NOTE: The information listed above is intended to provide you with a general summary of benefits available to Monterey County employees, and is not legally binding. The exact benefits to which an individual is entitled varies depending on classification, and are listed in the Memorandum of Understanding for this Unit.