

EMPLOYEE BENEFIT SUMMARY

UNIT C (Safety Management-Deputy Sheriffs' Association)

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

Vision:

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

Holidays:

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

Life Insurance: \$50,000 Term Life

- Supplemental coverage 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 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.

Paid Leave:

Type of Paid Leave: **ANNUAL LEAVE**

| Years of Completed Continuous County Service | ACCRUAL RATE | Annual Leave Accrual |
|--|--------------|----------------------|
| 0 – 10 Years..... | | 23 days |
| 10 – 20 Years..... | | 28 days |
| 20 – 22 Years..... | | 31 days |
| 22 – 23 Years..... | | 32 days |
| 23 – 24 Years..... | | 33 days |
| 24 – 25 Years..... | | 34 days |
| Over 25 Years..... | | 35 days |

Accrual Maximum: 675 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.

Bereavement Leave: May use up to five (5) days of accrued sick leave per occurrence.

Professional Leave: Five (5) days per calendar year.

Monthly Expense Allowance: \$25.00

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

Flexible Benefit Plan: Cafeteria style benefit plan offering a variety of pre- and post-tax option 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** –flex rates vary according to region of enrollment:*

- Employee only \$754.38/mo
- Employee + one dependent \$941.56/mo
- Employee + family \$1101.86/mo

Social Security: No

Medicare: Yes

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.

Physical Exam: Unit members are eligible to receive a physical examination once each fiscal year at NMC by a County Physician. 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.

Dental:

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

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