

# EMPLOYEE BENEFIT SUMMARY

## UNIT D (Deputy Public Defender)

**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 Day
- 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
- One floating holiday

**Paid Leave:**

Type of Paid Leave: **ANNUAL LEAVE**

Years of Completed Service	Annual Leave Accrual Rate
Up to 2 Years	23 days
More than 2 Years	25 days
More than 6 Years	27 days
More than 10 Years	30 days
More than 15 Years	32 days
More than 18 Years	33 days
More than 20 Years	34 days
More than 25 Years.	37 days

**Accrual Maximum:** 850 hours

**Annual Leave Buy Back:** Employees may elect to receive a straight-time cash payment for up to 160 hours of annual leave per calendar year subject to eligibility.

**Bereavement Leave:** May be used up to five (5) days per occurrence

**Professional Leave:** Ten (10) days per calendar year.

**Professional Benefits:**

*Bar Dues:* Basic CA State Bar Dues due after date of employment.  
*Organizational Membership Fees:* Reimbursed up to \$100.00 per fiscal year for membership in a professional organization.

**Professional Development:**

*Expense Allowance:* \$75.00 per calendar quarter.  
*Course Reimbursement:* Up to \$400.00 per fiscal year for pre-approved professional development courses and related expenses which are related to a career as a Deputy Public Defender.

**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:*

- 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. VDT glasses included subject to eligibility.

**Life Insurance:** \$50,000 Term Life

- Supplemental 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):*

- 2% at 55 Formula

*Employee Contribution:*

- 7% paid by County

*Minimum Service Requirement:*

- Age 50 with 5 Years of Service.

*Final Compensation*

- Highest 12-month Average.

*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 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 Northern Region enrollment – rates vary according to region of enrollment:*

- Employee only \$768.65/mo
- Employee + one dependent \$955.83/mo
- Employee + family \$1103.13/mo

**Social Security:** Yes

**MediCare:** Yes

**Disability:** UNUM Long-Term – County paid.

**Physical Exam:** Unit members are eligible to receive a physical examination once per 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.

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 an individual is entitled to varies depending on classification, and are listed in the Memorandum of Understanding for this Unit.