

# EMPLOYEE BENEFIT SUMMARY

## UNIT H (Health Employees)

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

**Holidays:**

- New Year's Day
- Martin Luther King Jr. Day
- President's 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: **VACATION**

**ACCRUAL RATE-Health Department**

<i>Years of Completed Continuous County Service</i>	<i>Vacation Accrual</i>
Zero to 2 years of service	12 days
After 2 years of service	15 days
After 10 years of service	20 days
After 20 years of service	23 days
After 21 years of service	24 days
After 25 years of service	25 days

**Accrual Maximum:** 260 hours

Type of Paid Leave: **Paid time off (PTO)** per MOU

**ACCRUAL RATE-Natividad Medical Center**

<i>Years of Completed Continuous County Service</i>	<i>PTO Accrual</i>
Zero to 5 years of service	29 days
After 5 to 10 years of service	34 days
After 10 years of service	40 days

**Accrual Maximum:** 400 hours.

**Bereavement Leave:** May use up to 5 working days per occurrence

*Type of Paid Leave: SICK LEAVE*

**ACCRUAL RATE**

**Health Department only** – 10 days per year

**Family Illness Use:** 10 days per fiscal year.

**Bereavement Leave:** May use up to 5 working days per occurrence

**Educational Leave:** Unit employees shall be granted paid leave for educational purposes on calendar year basis with administrative approval.

**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.

**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. Access to, and use of, 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 PERSChoice Northern Region enrollment – flex credits vary according to region of enrollment and are not reduced for ½ time employment:*

- Employee only: \$400.59/mo
- Employee + one dependent: \$841.18/mo
- Employee + family: \$1103.13/mo

**Life Insurance:** \$20,000 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.

**Social Security:** YES

**MediCare:** YES

**Disability:** Employees participate in the State Disability Income (SDI) at their own expense. benefits.

**Physical Exam:** Unit members are eligible to receive a physical examination once every other year (biennially) 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 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.