

# EMPLOYEE BENEFIT SUMMARY

## UNIT J (General Employees)

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

**Holidays:**

- New Year's Day
- 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 per CY (non-accruable, use or lose)

**Paid Leave:**

*Type of Paid Leave:* **VACATION**

	<b>ACCRUAL RATE</b>	
<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 18 years of service		23 days
After 21 years of service		24 days
After 25 years of service		25 days

**Accrual Maximum:** 260 hours

Communications Dispatchers I/II/III– 400 hours maximum.

*Type of Paid Leave:* **SICK**

	<b>ACCRUAL RATE</b>
12 days per year if hired before 2/18/84	
10 days per year if hired after 2/18/84	

**Family Illness Use:** May use up to 10 working days per fiscal year.

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

**Professional Development Stipend:** \$100.00 payable the 1<sup>st</sup> pay period of each calendar 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:**

- Preferred Provider Plan: CalPERS Health Insurance Program.
- Health Maintenance Organizations: CalPERS Health Insurance Program (not available to Monterey County residents).
- Alternative Benefit Option (ABO) subject to eligibility.

**Dental:**

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

**Vision:**

- Preferred Provider Plan: Monterey County self-funded vision plan. VDT glasses included subject to eligibility. Dependent coverage available.

**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.

**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 full-time, PERSChoice, Northern Region enrollment – flex rates vary according to region of enrollment:*

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

**Social Security:** YES \*

**MediCare:** YES

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

**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 Assistance Program:** 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. \*Water Resources Employees do not pay into Social Security.