

EMPLOYEE BENEFIT SUMMARY

UNIT K (Social Services)

Paydays: Regular Paydays are every other Friday (26 pay period 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. 24th falls on Mon., Tue., Wed., or Thu.
- Christmas Day
- One Floating Holiday

Paid Leave:

Type of Paid Leave: **VACATION**

Employees appointed to a permanent position prior to 1/21/84.

| ACCRUAL RATE | |
|---|-------------------------|
| <i>Years of Completed Continuous County Service</i> | <i>Vacation Accrual</i> |
| 0 - 10 Years | 15 days |
| After 10 Years | 20 days |

Employees appointed to a permanent position after to 1/21/84.

| ACCRUAL RATE | |
|---|-------------------------|
| <i>Years of Completed Continuous County Service</i> | <i>Vacation Accrual</i> |
| Zero to 2 years of service | 12 days |
| Over 2 years and up to 5 years of service | 15 days |
| Over 5 years and up to 10 years of service | 18 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: 300 hours.

Type of Paid Leave: **SICK**

| ACCRUAL RATE | |
|----------------------------------|--|
| 12 days if hired before 10/25/86 | |
| 10 days if hired before 10/25/86 | |

Family Illness Use: May be granted use of accumulated sick leave.

Bereavement Leave: May use up to 10 working days per occurrence.

Educational Leave: May use up to 3 days paid per fiscal year

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.

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. Dependent coverage available. VDT glasses included subject to eligibility.

Life Insurance: \$20,000 Term Life

- Supplemental insurance available at employee expense.

Eligibility:

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

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 employee 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 employment **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 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 and is not legally binding. The exact benefits to which an individual is entitled vary, depending on classification, and are listed in the Memorandum of Understanding for this Unit.