

EMPLOYEE BENEFIT SUMMARY

UNIT L (Probation Managers' Association)

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

Holidays: 11 Paid days per year

- New Year's Day
- 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 December 24th falls on Mon., Tue., Wed., or Thu.
- Christmas Day

Paid Leave:

Type of Paid Leave: **ANNUAL LEAVE**

ACCRUAL RATE	
Years of Completed Continuous County Service	Annual Leave Accrual
0 – 2 years	23 days
2 – 6 years	25 days
6 – 10 years	27 days
10 – 15 years	30 days
15 – 18 years	32 days
18 – 20 years	33 days
20 – 25 years	34 days
Over 25 years	37 days

Accrual Maximum: 850 hours

Buy Back: Employees may elect to receive a straight-time cash payment for up to 160 hours of annual leave once in any calendar year. Subject to eligibility in accordance with MOU.

Bereavement Leave: May take up to five (5) days per occurrence.

Professional Leave: Ten (10) days per calendar year, non-accrual.

Health Insurance: Employee-only and dependent coverage available. Premiums paid through Flexible Benefit Plan. Coverage effective 1st of month following date of hire, subject to timely enrollment and eligibility criteria. 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. VTD glasses available subject to eligibility.

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

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

Life Insurance: \$50,000 Term Life

Eligibility:

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

Retirement Plan:

California Public Employees' Retirement System (CalPERS):

- 3% at 50 Formula

Employee Contribution:

- 7% paid by the County and 2% paid by the employee.

Minimum Service Requirement:

- Age 50 with 5 Years of Service.

Final Compensation

- Single highest year (SHY) applies

Military Service Credit:

- Up to four (4) years credit available at employee expense.

Social Security: NO

MediCare: YES

Physical Exam: Unit members are eligible to receive a physical examination once each fiscal year at NMC by a County Physician. To schedule an examination, contact Natividad Medical Group (NMG) at 759-0674.

Long Term Disability: UNUM Disability Plan – County paid.

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 a general summary of benefits available to Monterey County employees and is not legally binding. The exact benefits to which an individual is entitled vary depending on classification and are listed in the Personnel Policies, Practices & Procedures Resolution and Memorandum of Understanding.