

EMPLOYEE BENEFIT SUMMARY

UNIT M (Probation Association)

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. 24th falls on Mon., Tue., Wed., or Thu.
- Christmas Day

Paid Leave:

Type of Paid Leave: VACATION

ACCRUAL RATE	Annual Leave
<i>Years of Completed Continuous County Service</i>	<i>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.

Type of Paid Leave: SICK

ACCRUAL RATE
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 days in a fiscal year of their accumulated sick leave.

Bereavement Leave: May use up to 5 days of accumulated sick leave per occurrence.

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).
- 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.

Life Insurance: \$10,000 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):

- 3% at 50 Formula

Employee Contribution:

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

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. 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 \$400.38/mo
- Employee + one dependent \$841.56/mo
- Employee + family \$1102.86/mo

Social Security: NO

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 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.