

EMPLOYEE BENEFIT SUMMARY

UNIT N (Probation Supervisory Employees)

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

Vision:

- Preferred Provider Plan: Monterey County self-funded vision plan. Dependent coverage available.

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

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 and PersChoiceNorthern Region enrollment –flex rates vary according to region of enrollment:

- Employee only \$ 750.38/mo*
- Employee + one dependent \$1051.56/mo*
- Employee + family \$1312.86/mo*

* - Stipend of \$210 included in full time employee flex credits shown above. Not available to part-time employees.

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-Local Safety

Employee Contribution:

- 7% paid by County and 2% paid by 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 employee's expense

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.

Paid Leave:

Type of Paid Leave: VACATION

ACCRUAL RATE	Vacation
<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.

Buy Back: Employees may elect to receive a one-time cash payment for up to 40 hours of vacation per calendar year subject to eligibility

Type of Paid Leave: SICK

- 12 days per year if hired before 2/18/84
- 10 days per year if hired after 2/18/84

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

Supervisory Leave: Three (3) days 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:

- 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.

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.