

# EMPLOYEE BENEFIT SUMMARY

## UNIT O (Members of the Board of Supervisors)

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

**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. 24<sup>th</sup> falls on Monday, Tuesday, Wednesday or Thursday
- Christmas Day

**Monthly Expense Allowance:** \$54.17/month

**Automobile Allowance** - \$150.00/month

**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).
- 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.

**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.

**Non-elective County Contributions:**

- Health: \$101.00/mo
- Dental/Vision: employee-only premium

*Elective County Contributions shown below are based on full time employment in 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  
Supplemental insurance available at employee expense.

**Retirement Plan:**

*California State Public Employees' Retirement System (CalPERS):*

- 2% at 55 Formula. CalPERS coverage is optional for Board Members.

**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.

**Disability:** UNUM Disability Plan – County paid

**Social Security:** YES

**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 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 Personnel Policies, Practices & Procedures Resolution.