

EMPLOYEE BENEFIT SUMMARY

UNIT Q (County Park Ranger I/II/III)

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

Paid Leave:

Type of Paid Leave: **VACATION**

ACCRUAL RATE		
Years of Completed Continuous County Service	Annual Leave Accrual	Annual Leave
0 – 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: 300 hours

Sick Leave: Hire date prior to February 18, 1984-12 days per year.
Hire date after February 18, 1984-10 days per year

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

Family Sick Leave: May take up to 10 working days, of accumulated sick leave, in any fiscal year. Must meet eligibility requirements.

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. VDT 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 \$400.59/mo
- Employee + one dependent \$841.18/mo
- Employee + family \$1103.13/mo

Life Insurance: \$10,000 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 Local Safety 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 at NMC, by a County Physician, on a biennial basis (every other year). To schedule an examination, contact Natividad Medical Group (NMG) at 759-0674.

Disability: Employees participate in the State Disability Income (SDI) at their own expense.

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.