

EMPLOYEE BENEFIT SUMMARY

UNIT R (Resident Physician)

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

Holidays:

- New Year's Day
- Martin Luther King Jr. Day
- Presidents' Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

Paid Leave:

Type of Paid Leave: Paid time off (PTO) per MOU

Accrual Rate: 29 days per year.

Accrual Maximum: 500 hours

Bereavement Leave: May use up to 5 working days per occurrence.

Educational Leave: Three (3) days for first year Residents.
Five (5) days for second and third year Residents.

Educational/Professional Expenses: \$1,264.00 per year

Special Resident Physician Benefits:

Free of Charge

- All meals served at hospital cafeteria during assigned work hours (not to exceed \$360 per month)
- Laundry service for uniforms, scrub suits and doctors coats.
- Malpractice and Professional Liability Insurance

Moving Expenses

- Up to \$2000.00 for new Residents

Residency Travel

- County car or mileage reimbursement for rotation travel outside of the hospital.

Professional Stipend: \$50 per mo

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.

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

- Employee only: \$ 483.00/mo
- Employee + one dependent: \$ 841.18/mo
- Employee + family \$1104.13/mo

Life Insurance: \$20,000 Term Life

Eligibility:

- The first day of the month following date of permanent hire.
- Supplemental insurance available at employee expense.

Social Security: YES

MediCare: YES

Disability: Voluntary Long Term Disability at employee's expense

Deferred Compensation: Yes. Program administered by Great West Life, (800) 274-8491

NOTE: The information listed above is intended to provide you with a general summary of benefits available to Monterey County employees, and it 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.