

# EMPLOYEE BENEFIT SUMMARY

## UNIT X (Non-Safety Management)

**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 Mon., Tue., Wed., or Thu.
- Christmas Day
- One Floating Holiday

**Paid Leave:**

Type of Paid Leave: **ANNUAL LEAVE**

Years of Completed Service	ACCRUAL RATE Continuous County	Annual Leave Accrual
Up to 2 years		23 days
More than 2 years		25 days
More than 6 years		27 days
More than 10 years		30 days
More than 15 years		32 days
More than 18 years		33 days
More than 20 years		34 days
More than 25 years		37 days

**Accrual Maximum:** 850 hours

**Buy Back:** Employees may elect to receive a straight-time cash payment for up to 160 hours of annual leave per calendar year subject to eligibility.

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

**Professional Leave:** Ten (10) days per calendar year, non-accrual.

**Monthly Expense Allowance:** \$45.84

**Educational Stipend:** 2% of the hourly base wage subject to eligibility.

**Professional Organization Membership:** \$400 per calendar year

**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, 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 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. 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 full time employment 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

**Eligibility:**

- The first day of the month following date of hire in a permanent position.

**Retirement Plan:**

California Public Employees' Retirement System (CalPERS):

- 2% at 55 Formula

**Employee Contribution:**

- 7% paid by the 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 at employee expense.

**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 examination, contact Natividad Medical Group at 759-0674.

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

**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. \*Water Resources Employees do not pay into Social Security.