

EMPLOYEE BENEFIT SUMMARY

UNIT XL-Limited Term (Non-Safety Management)

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

Holidays:

- New Year’s Day
- Martin Luther King Jr.’s Birthday
- President 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

Paid Leave:

Type of Paid Leave: **ANNUAL LEAVE**

ACCRUAL RATE		
Years of Completed Continuous County Service	Annual Leave Accrual	
0 – 2 years.....	23 days	
2 +6 years.....	25 days	

Accrual Maximum: 368 hours

Professional Leave: Ten (10) days per calendar year non-accruable.

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 eligible 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 included subject to eligibility and application.

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, **PERSChoice Northern Region enrollment** – 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 is available at employee expense
- Eligibility:*
- The first day of the month following date of hire.

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 credit available at employees expense.

Social Security: Yes*

MediCare: Yes

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