

EMPLOYEE BENEFIT SUMMARY

UNIT ZJ or ZF (Unrepresented Confidential)

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

Holidays:

- New Year's Day
- Dr. Martin Luther King Jr.'s Birthday
- Presidents' 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
- One Floating Holiday

Paid Leave:

Type of Paid Leave: **VACATION**

| Years of Completed Continuous County Service | ACCRUAL RATE | Vacation Accrual |
|--|--------------|------------------|
| Zero to 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: 400 hours.

Buy Back: Employees may elect to receive a one-time cash payment for up to 40 hours of vacation per calendar year subject to eligibility.

Type of Paid Leave: SICK

| ACCRUAL RATE |
|--|
| 12 days per year if hired before 2/18/84 |
| 10 days per year if hired after 2/18/84 |

Family Illness Use: May use up to 10 days in a fiscal year of their accumulated sick leave.

Bereavement Leave: May use up to 5 days of accumulated sick leave per occurrence.

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. VDT glasses included subject to eligibility. Dependent coverage available.

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

Elective County Contributions, full time employment: (ZJ)

- Employee only: \$400.59/mo
- Employee + one dependent: \$841.18/mo
- Employee + dependents: \$1103.13/mo

Elective County Contributions, full time employment: (ZF)

- Employee only: \$453.00/mo
- Employee + one dependent: \$841.18/mo
- Employee + dependents: \$1103.13/mo

Life Insurance: \$20,000 Term Life

- Supplemental insurance available at employee expense.

Eligibility:

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

Retirement Plan:

California State Public Employees' Retirement System (CalPERS):

- 2% at 55 Formula

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.

Social Security: Yes * **MediCare:** Yes

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

Physical Exam: Unit members are eligible to receive a physical examination once every other year (biennially) 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 a general summary of benefits available to Monterey County employees and is not legally binding. The exact benefits to which an individual is entitled varies depending on classification, and are listed in the Personnel Policies, Practices & Procedures Resolution.
*Water Resources employees do not contribute to Social Security.