

EMPLOYEE BENEFIT SUMMARY

UNIT F

Supervisory Employees

Paydays: Biweekly on Fridays

Floating Holiday: 1 day per calendar year

Supervisory Leave: 3 days per calendar year

Paid Leave: All Departments except NMC

Type of Paid Leave: Annual Leave

Years of Completed Continuous County Service	Accrual
Zero to 2 years	22 days
After 2 years	25 days
After 5 years	28 days
After 10 years	30 days
After 18 years	33 days
After 21 years	34 days
After 25 years	35 days

Accrual Maximum: 490 hours
Cash Out: Up to 40 hours per calendar year

Paid Holidays: 10 paid holidays plus Christmas Eve when December 24th falls on a Monday-Thursday.

Educational Leave: 3 days per calendar year

Paid Leave: Natividad Medical Center

Type of Paid Leave: Paid Time Off (PTO)

Years of Completed Continuous County Service	Accrual
Zero to 5 years	31 days
After 5 years	36 days
After 10 years	42 days

Accrual Maximum: 400 hours
Cash Out: Up to 100 hours per calendar year

Educational Leave: 1 day per calendar year

Professional Development Stipend: \$100 per calendar year

Employee Assistance Program: The EAP offers confidential counseling and referral services to support well-being and resilience in work and life to employees and members of their household.

Employee Physicals: Full-time unit employees may receive a physical examination once every two years at Natividad. To schedule an appointment, contact Natividad Medical Group at (831)759-0674.

Life Insurance: \$20,000 Term Life

Health Flexible Spending Accounts:

- Employee may contribute up to the IRS limit, on a pre-tax basis, to the Flexible Spending Account (FSA)
- Employee may contribute up to \$5,000 annually, on a pre-tax basis, to the Dependent Care Assistance Program (DCAP)

Health Insurance: Available to eligible employees and dependents. Cafeteria style benefit plan is available offering a variety of pre- and post-tax options including health, dental, and vision insurance, and private supplemental insurance policies. Coverage is effective the 1st of the month following hire date, subject to timely enrollment. Elective county contributions (flex credits) vary. Access to, and use of, flexible credits is contingent upon enrollment into a medical plan.

Medical: CalPERS Health Insurance Program

- Preferred Provider Organization (PPO)
- Health Maintenance Organization (HMO)

Dental: Pacific Health Alliance

- \$2,000 annual max. per covered person
- Orthodontia - \$1,500 lifetime max. per covered person

Vision: Vision Service Plan (VSP)

- Exam, lenses, and frames available every 12 months
- Computer vision glasses available, subject to eligibility

Health Rates:

Employee pre-tax monthly deductions for health insurance shown below are based on full time employment and enrollment in PersChoice in the Monterey County region.

	Medical	Dental	Vision
Employee Only:	\$0.00	\$0.00	\$0.00
Employee+1 Dependent:	\$61.00	\$35.02	\$4.01
Employee+ Family:	\$100.00	\$86.04	\$12.57

Retirement Plan: California Public Employees' Retirement System (CalPERS). Up to 4 years of military service credits available at employee's expense. CalPERS will have final determination of Classic vs. PEPRA membership.

Member Type	Rate
PEPRA Members	2% @ 62
Employee Share of Cost	6.25%
Final Compensation	Three Year Average
Classic Members	2% @ 55
Employee Share of Cost	7%
Final compensation	Single Highest Year

Social Security: Yes*

Medicare: Yes

State Disability Insurance: Yes

Deferred Compensation 457(b) Plan: Yes

PLEASE 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 benefits to which an individual is entitled vary depending on bargaining unit. Contact Employee Benefits at (831)755-5004 for additional information. *Water Resource Agency (WRA) employees if hired after or opted in prior to 01/01/2011.