

EMPLOYEE BENEFIT SUMMARY

UNIT D

Deputy Public Defenders

Paydays: Biweekly on Fridays

Floating Holiday: 1 per calendar year

Professional Leave: 10 days per calendar year

Paid Leave:

Type of Paid Leave: Annual Leave

Years of Completed Continuous County Service	Accrual
Zero to 2 years	23 days
After 2 years	25 days
After 6 years	27 days
After 10 years	30 days
After 15 years	32 days
After 18 years	33 days
After 20 years	34 days
After 25 years	37 days

Accrual Maximum: 850 hours
Cash Out: Up to 160 hours per calendar year

Holidays: 12 Paid Holidays

Professional Benefits:

- Bar Dues: Basic CA State Bar Dues if due after date of employment.

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 a year at Natividad. To schedule an appointment, contact Natividad Medical Group at (831)759-0674.

Life Insurance: \$50,000 Group 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

County Healthcare Contribution:

Beginning with plan year 2022, the County's contribution toward CalPERS health insurance will be the minimum contribution as required by CalPERS plus the fixed elective contribution as shown below. The [Employee Health Rates](#) will vary based on the employee's selected health plan.

	Medical	Dental	Vision
Employee Only:	\$850	\$44.00	\$15.13
Employee+1 Dependent:	\$1,700	\$45.58	\$15.13
Employee+ Family:	\$2,200	\$47.94	\$15.13

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.

PEPRA Member	2% @ 62
Employee Share of Cost (1/2 of normal cost as determined by CalPERS)	7%
Final Compensation	Three Year Average
Classic Member	2% @ 55
Employee Share of Cost	7%
Final compensation	Single Highest Year

Subject to [CalPERS compensation limits](#) based on Classic vs. PEPRA membership.

Social Security: Yes

Medicare: Yes

Disability Insurance: County paid Short & Long-Term plan

Deferred Compensation 457(b) Plan: All employees in this unit are eligible to contribute to this voluntary plan.

Defined Contribution 401(a) Plan: Effective January 2022, the County will contribute \$300 per month toward this plan.

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.