

EMPLOYEE BENEFIT SUMMARY

UNIT Y

Safety & Non-Safety Executive Management

Paydays: Biweekly on Fridays

Floating Holiday: 1 day per calendar year

Holidays: 12 Paid Holidays

Professional Leave: 10 days per calendar year

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

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: [Benefit & Risk Management Services, Inc.](#)

- \$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
PERS Platinum			
Employee Only:	\$908.01	\$38.00	\$12.00
Employee+1 Dependent:	\$1,904.02	\$38.00	\$12.00
Employee+ Family:	\$2,499.23	\$38.00	\$12.00
All Other Plans			
Employee Only:	\$792.84	\$38.00	\$12.00
Employee+1 Dependent:	\$1,667.68	\$38.00	\$12.00
Employee+ Family:	\$2,190.18	\$38.00	\$12.00

Health Flexible Spending Accounts:

- Flexible Spending Account (FSA) up to IRS maximum.
- Dependent Care Assistance Program (DCAP) up to IRS maximum.

Longevity Pay:

10 years of consecutive County service	2.5%
15 years of consecutive County service	3.5%
20 years of consecutive County service	5.5%

Monthly Expense Allowances: \$54.17 for Department Head classes and \$50.00 for all other Y unit classes.

Monthly Automobile Allowance: \$375

Professional Development Stipend: \$400 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: Reimbursement of up to \$300 per fiscal year.

Life Insurance: \$50,000 Group Term Life

Home Down Payment Assistance Program: Up to 5.5% down payment assistance via [Golden State Finance Authority](#) for the purchase of a primary home in California.

Retirement Plan: [California State Public Employees' Retirement System \(CalPERS\)](#). CalPERS will have final determination of Classic vs. PEPR membership. Subject to [CalPERS compensation limits](#).

PEPRA Safety Member	2.7% @ 57
Employee Cost	11.5%
Final Compensation	Highest 36 mth. Avrg.
Classic Safety Member Tier 2*	3% @ 50
Employee Cost	9%
Final compensation	Highest 12 mth. Avrg.
(hired prior to 11/5/11)	
Classic Safety Member Tier 3*	3% @ 55
Employee Cost	9%
Final compensation	Highest 36 mth. Avrg.
(hired on or after 11/5/11)	
Misc. PEPRA Member	2% @ 62
Employee Share of Cost	7%
(1/2 of normal cost as determined by CalPERS)	
Final Compensation	Highest 36 mth. Avrg.
Misc. Classic Member	2% @ 55
Employee Share of Cost	7%
Final compensation	Highest 12 mth. Avrg.

Social Security: Safety: No Non-Safety: Yes

Medicare: Yes

Disability Insurance: County paid Short-Term & Long-Term plan

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

The information listed 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. *Per CalPERS contract.