

# EMPLOYEE BENEFIT SUMMARY

## UNIT Y

### Elected Officials

**Paydays:** Biweekly on Fridays

**Holidays:** 12 Paid Holidays

**Elected Officials In-Lieu Service Credit:**

Years of Completed Continuous County Service	Credit
Up to 5 years	25 days
After 5 years	27 days
After 10 years	30 days
After 15 years	33 days
After 20 years	34 days
After 25 years	37 days
Accrual Maximum:	105 days

**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 1<sup>st</sup> 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.

<b>PERS Platinum</b>	<u>Medical</u>	<u>Dental</u>	<u>Vision</u>
Employee Only:	\$908.01	\$44.00	\$15.13
Employee+1 Dependent:	\$1,904.02	\$45.58	\$15.13
Employee+ Family:	\$2,499.23	\$47.94	\$15.13

<b>All Other Plans</b>	<u>Medical</u>	<u>Dental</u>	<u>Vision</u>
Employee Only:	\$792.84	\$44.00	\$15.13
Employee+1 Dependent:	\$1,667.68	\$45.58	\$15.13
Employee+ Family:	\$2,190.18	\$47.94	\$15.13

**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 Allowance:** \$54.17

**Automobile Allowance:** \$375 per month

**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. PEPRA membership. Subject to [CalPERS compensation limits](#).

<b>PEPRA Safety Member</b>	2.7% @ 57
Employee Cost	11.5%
Final Compensation	Highest 36 mth. Avrg.

<b>Classic Safety Member Tier 2*</b>	3% @ 50
Employee Cost	9%
Final compensation (hired prior to 11/5/11)	Highest 12 mth. Avrg.

<b>Classic Safety Member Tier 3*</b>	3% @ 55
Employee Cost	9%
Final compensation (hired on or after 11/5/11)	Highest 36 mth. Avrg.

<b>Misc. PEPRA Member</b>	2% @ 62
Employee Share of Cost	7%
Final Compensation (1/2 of normal cost as determined by CalPERS)	Highest 36 mth. Avrg.

<b>Misc. Classic Member</b>	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.**