

EMPLOYEE BENEFIT SUMMARY

UNIT A & B

Deputy Sheriffs-General & Supervisory Safety

Paydays: Biweekly on Fridays

Floating Holiday: 1 per calendar year

Paid Leave:

Type of Paid Leave: Vacation

Years of Completed Continuous County Service	Accrual
After 6 months	10 days
After 3 years	15 days
After 10 years	20 days
After 20 years	21 days
After 21 years	22 days
After 22 years	23 days
After 23 years	24 days
After 24 years	25 days

Accrual Maximum: 400 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.

Type of Paid Leave: Sick 12 days per calendar year
Accrual Maximum: no maximum

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 employee enrollment into a medical plan.

Medical: [CalPERS Health Insurance Program](#)

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

Dental: [Pacific Health Alliance](#)

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

Vision: [Vision Service Plan \(VSP\)](#)

- Exam, lenses, and frames available every 12 months
- \$140 allowance for frames and contacts

Life Insurance: \$10,000 Term Life; increased to \$35,000 for employee who elect employee only medical coverage.

Health Flexible Spending Accounts:

- Employee may contribute up to \$2,600 annually, 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)

Employee Physicals:

Unit members who elect employee only medical coverage are eligible to receive a physical examination once every year at NMC by a County physician. To schedule an appointment, contact Natividad Medical Group at (831)759-0674.

Retirement Plan: [California State 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 Safety Member	2.7% @ 57
Employee Cost	10.75%
Final Compensation	Three Year Average

Classic Safety Member	3% @ 50
Employee Cost	9%
Employee's Share of Employer Contribution	3%
Final compensation (hired prior to 11/5/11)	Single Highest Year

Classic Safety Member	3% @ 55
Employee Cost	9%
Employee's Share of Employer Contribution	3%
Final compensation (hired between 11/5/11-12/31/12)	Three Year Average

Social Security: No

MediCare: Yes

Disability: No

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 the Employee Benefits at (831)755-5004 for additional information.