

EMPLOYEE BENEFIT SUMMARY

UNIT C

Deputy Sheriffs-Safety Management

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 10 years	23 days
After 10 years	28 days
After 20 years	31 days
After 22 years	32 days
After 23 years	33 days
After 24 years	34 days
After 25 years	35 days

Accrual Maximum: 675 hours
Cash Out: Up to 40 hours per calendar year

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

Monthly Expense Allowance: \$25.00

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

Life Insurance: \$50,000 Term Life

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:

Full-time unit members 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. PEPR membership.

PEPRA Safety Member 2.7% @ 57
Employee Cost 10.75%
Final Compensation Three Year Average

Classic Safety Member 3% @ 50
Employee Cost 9%
Final compensation Single Highest Year
(hired prior to 11/5/11)

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

Social Security: No

MediCare: Yes

Disability: County paid UNUM Disability Insurance

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.