

# EMPLOYEE BENEFIT SUMMARY

## UNIT H

### Health Employees

**Paydays:** Biweekly on Fridays

**Floating Holiday:** 1 per calendar year

**Paid Leave: Health Department**

|                                              |                                  |
|----------------------------------------------|----------------------------------|
| Type of Paid Leave:                          | Annual Leave                     |
| Years of Completed Continuous County Service | Accrual                          |
| Zero to 2 years                              | 22 days                          |
| After 2 years                                | 25 days                          |
| After 5 years                                | 28 days                          |
| After 10 years                               | 30 days                          |
| After 18 years                               | 33 days                          |
| After 21 years                               | 34 days                          |
| After 25 years                               | 35 days                          |
| Accrual Maximum:                             | 390 hours                        |
| Cash Out:                                    | Up to 40 hours per calendar year |

**Paid Holidays:** 10 paid holidays plus Christmas Eve when December 24<sup>th</sup> falls on a Monday-Thursday.

**Paid Leave: Natividad Medical Center**

|                                              |                                   |
|----------------------------------------------|-----------------------------------|
| Type of Paid Leave:                          | Paid Time Off (PTO)               |
| Years of Completed Continuous County Service | Accrual                           |
| Zero to 5 years                              | 31 days                           |
| After 5 years                                | 36 days                           |
| After 10 years                               | 42 days                           |
| Accrual Maximum:                             | 400 hours                         |
| Cash Out:                                    | Up to 100 hours per calendar year |

**Professional Development Stipend:** \$100 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 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 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
- Computer vision glasses available, subject to eligibility

**Life Insurance:** \$20,000 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 two years 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.

|                                                                         |                     |
|-------------------------------------------------------------------------|---------------------|
| <b>PEPRA Members</b>                                                    | 2% @ 62             |
| Employee Share of Cost<br>(1/2 of normal cost as determined by CalPERS) | 6.25%               |
| Final Compensation                                                      | Three Year Average  |
| <b>Classic Members</b>                                                  | 2% @ 55             |
| Employee Share of Cost                                                  | 7%                  |
| Final compensation                                                      | Single Highest Year |

**Social Security:** Yes

**MediCare:** Yes

**Disability:** Yes

**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.**