

EMPLOYEE BENEFIT SUMMARY

UNIT J

General Employees

Paydays: Biweekly on Fridays

Floating Holiday: 1 per calendar year

Paid Leave: All Departments except NMC

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 24th 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 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
- 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. PEPRA membership.

PEPRA Members	2% @ 62
Employee Share of Cost	6.25%
(1/2 of normal cost as determined by CalPERS)	
Final Compensation	Three Year Average

Classic Members	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.

*Water Resource Agency (WRA) employees if hired after or opted in prior to 01/01/2011.