

EMPLOYEE BENEFIT SUMMARY

UNIT K

Social Workers

Paydays: Biweekly on Fridays

Floating Holiday: 1 day per calendar year

Winter Recess: 4 days per 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		29 days
After 5 years		34 days
After 10 years		40 days
Accrual Maximum:		400 hours
Cash Out:	Up to 100 hours 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

Employee Share of Cost	2% @ 62
Final Compensation	6.25%
	Three Year Average

Classic Members

Employee Share of Cost	2% @ 55
Final compensation	7%
	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.