

EMPLOYEE BENEFIT SUMMARY

UNIT M

Probation-General Employees

Paydays: Biweekly on Fridays

Life Insurance: \$20,000 Term Life

Floating Holiday: 1 per calendar year

Health Flexible Spending Accounts:

Paid Leave:

Type of Paid Leave: Vacation

- 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)

Years of Completed Continuous County Service	Accrual
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Zero to 2 years	12 days
After 2 years	15 days
After 10 years	20 days
After 18 years	23 days
After 21 years	24 days
After 25 years	25 days

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.

Accrual Maximum: 300 hours

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. PEPRSA membership.

Type of Paid Leave: Sick

	Accrual
If hired prior to 2/18/1984	12 days
If hired after 2/18/1984	10 days

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

Accrual Maximum: no maximum

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

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

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

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.

Social Security: No

Medical: CalPERS Health Insurance Program

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

MediCare: Yes

Disability: Yes

Dental: Pacific Health Alliance

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

Deferred Compensation 457(b) Plan: Yes

Vision: Vision Service Plan (VSP)

- Exam, lenses, and frames available every 12 months

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.