

EMPLOYEE BENEFIT SUMMARY

UNIT N

Probation-Supervisory Employees

Paydays: Biweekly on Fridays

Floating Holiday: 1 per calendar year

Educational Leave: 1 day per calendar year

Supervisory Leave: 3 days per calendar year

Paid Leave:

Type of Paid Leave: Vacation

| Years of Completed Continuous County Service | Accrual |
|--|---------|
| 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 |

Accrual Maximum: 340 hours
Cash Out: Up to 120 hours per calendar year

Type of Paid Leave: Sick

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

Accrual Maximum: no maximum

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

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: \$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. PEPRSA membership.

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

| | |
|---|---------------------|
| 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 |

| | |
|---|--------------------|
| 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 |

Social Security: No

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.