

EMPLOYEE BENEFIT SUMMARY
UNIT R
Resident Physicians

Paydays: Biweekly on Fridays

Life Insurance: \$20,000 Term Life

Educational Leave: 3 days for 1st year Resident & 5 days for 2nd and 3rd year Residents.

Health Flexible Spending Accounts:

Paid Leave:

Type of Paid Leave: Paid Time Off (PTO)

Full-Time Employee

Accrual
29 days

Accrual Maximum:

500 hours

Cash Out:

Up to 100 hours per calendar year

- 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)

Retirement Plan: Excluded from the California State Public Employees' Retirement System (CalPERS)

Social Security: Yes

MediCare: Yes

Disability: Voluntary UNUM Disability Insurance available at employee's expense

Deferred Compensation 457(b) Plan: Yes

Educational/Professional Expenses: \$1650 per year

Professional Stipend: \$50 per month

Special Resident Physician Benefits:

- Free meals served at hospital cafeteria during work hours up to \$360 per month
- Free laundry service for uniforms, scrub suits and doctor's coats.
- County paid Malpractice Insurance
- Up to \$2,000 in moving expenses for new Residents
- County car or mileage reimbursement for rations travel outside of the hospital

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

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.