

# EMPLOYEE BENEFIT SUMMARY

## UNIT S

### Nurses

**Paydays:** Biweekly on Fridays

**Educational Leave:** Up to 16 hours per calendar year

**Paid Leave                      Health Department**

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 120 hours per calendar year

**Holidays:** 10 paid holidays plus Christmas Eve when December 24<sup>th</sup> 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 120 hours per calendar year

**Professional Development Stipend:**

For Health Department Employees: \$150 per calendar year  
 For NMC Employees: \$250 per calendar year

**Longevity Premium Pay:**

Years of Completed Continuous County Service	Pay
After 10 years	3%
After 15 years	6%
After 20 years	9%

**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 1<sup>st</sup> 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.

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