

EMPLOYEE BENEFIT SUMMARY

UNIT X

Safety & Non-Safety Management

Paydays: Biweekly on Fridays

Floating Holiday: 1 day per calendar year

Professional Leave: 10 days per calendar year

Paid Leave:

Type of Paid Leave: Annual Leave

Years of Completed Continuous County Service	Accrual
Zero to 2 years	23 days
After 2 years	25 days
After 6 years	27 days
After 10 years	30 days
After 15 years	32 days
After 18 years	33 days
After 20 years	34 days
After 25 years	37 days

Accrual Maximum: 850 hours
Cash Out: Up to 160 hours per calendar year

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

Monthly Expense Allowance: \$45.84

Educational Stipend: 2% of hourly base rate

Professional Development Stipend: \$400 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: \$50,000 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 year 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%
Final Compensation	Three Year Average

Classic Safety Member	3% @ 50
Employee Cost	9%
Final compensation	Single Highest Year
<small>(hired prior to 11/5/11)</small>	

Classic Safety Member	3% @ 55
Employee Cost	9%
Final compensation	Three Year Average
<small>(hired between 11/5/11-12/31/12)</small>	

Misc. PEPRSA Member	2% @ 62
Employee Share of Cost	6.25%
Final Compensation	Three Year Average
<small>(1/2 of normal cost as determined by CalPERS)</small>	

Misc. Classic Member	2% @ 55
Employee Share of Cost	7%
Final compensation	Single Highest Year

Social Security for Safety Employees: No

Social Security for Non-Safety Employees: Yes*

MediCare: Yes

Disability: County paid UNUM Disability Insurance

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.

*Water Resource Agency (WRA) employees if hired after or opted in prior to 01/01/2011.