

# EMPLOYEE BENEFIT SUMMARY

## UNIT Y

### Safety & Non-Safety Executive 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 24<sup>th</sup> falls on a Monday-Thursday.

**Monthly Expense Allowance:** \$54.17 for Department Head classes and \$45.84 for all other Y unit classes.

**Automobile Allowance:** \$375 per month

**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 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:** \$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:** Reimbursement of up to \$300 per fiscal year.

**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 Safety Member</b>	2.7% @ 57
Employee Cost	10%
Final Compensation	Three Year Average

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

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

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

<b>Misc. Classic Member</b>	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.