

# EMPLOYEE BENEFIT SUMMARY

## UNIT ZJ & ZF

### Unrepresented Confidential

**Paydays:** Biweekly on Fridays

**Life Insurance:** \$20,000 Term Life

**Floating Holiday:** 1 per calendar year

**Health Flexible Spending Accounts:**

**Paid Leave:**

Type of Paid Leave: Vacation

- 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)

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

**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.

Accrual Maximum:      400 hours

**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. PEPRAs membership.

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

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

**Holidays:** 10 paid holidays plus Christmas Eve when December 24<sup>th</sup> falls on a Monday-Thursday.

<b>Classic Members</b>	2% @ 55
Employee Share of Cost	7%
Final compensation	Single Highest Year

**Professional Development Stipend:** \$100 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.

**Social Security:** Yes\*

**MediCare:** Yes

**Disability:** Yes

**Deferred Compensation 457(b) Plan:** Yes

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

**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.