

# EMPLOYEE BENEFIT SUMMARY

## UNIT F

### Supervisory Employees

**Paydays:** Biweekly on Fridays

**Floating Holiday:** 1 day per calendar year

**Supervisory Leave:** 3 days per calendar year

**Paid Leave: All Departments except NMC**

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:	490 hours
Cash Out:	Up to 40 hours per calendar year

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

**Educational Leave:** 3 days per calendar year

**Paid Leave: Natividad Medical Center**

Type of Paid Leave:	Paid Time Off (PTO)
Years of Completed Continuous County Service	Accrual
Zero to 5 years	31 days
After 5 years	36 days
After 10 years	42 days
Accrual Maximum:	400 hours
Cash Out:	Up to 100 hours per calendar year

**Educational Leave:** 1 day per calendar 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.

**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	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.

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