

TAMC MANAGEMENT EMPLOYEE BENEFIT SUMMARY

PAY DAYS: Regular pay days are every other Friday

HOLIDAYS (paid): Thirteen (13) holidays per year

- New Years Day
- Dr. Martin Luther King's Birthday
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- Floating Days (2)

VACATION/ANNUAL LEAVE (paid):

Accrual Rate

Up to 2 (two) years.....	25 (twenty-five) days
More than 2 (two) years.....	28 (twenty-eight) days
More than 10 (ten) years.....	30 (thirty) days
More than 13 (thirteen) years.....	31 (thirty-one) days
More than 18 (eighteen) years.....	33 (thirty-three) days
More than 20 (twenty) years.....	34 (thirty-four) days
More than 25 (twenty-five) years.....	35 (thirty-five) days

Maximum Vacation Accrual: 600 (six hundred) hours

PROFESSIONAL LEAVE: Ten (10) days per year, non-accrual

SICK LEAVE (paid): no sick leave, included in annual leave above.

BEREAVEMENT LEAVE: Up to three (3) days for in state and five (5) days for out of state for death in the immediate family

TUITION REIMBURSEMENT (paid):

- Up to \$2,000 (two thousand) dollars per year

PROFESSIONAL DEVELOPMENT STIPEND:

- \$400 (four hundred) per year

HEALTH INSURANCE:

- Health Plan group insurance through CalPERS PPO and HMO depending upon availability within a geographic area
- Premiums are paid through a Cafeteria Benefit Plan
- Employer pays for employee a monthly minimum contribution to PEMHCA as set annually by the PERS Board

Employer may contribute additional amount to health costs per month based on employee participation in PERS Health plan

- Employee only and dependent coverage available
- Cash-out option
- Domestic Partner health benefits available
- Coverage effective 1st of month following date of hire, subject to timely enrollment & eligibility criteria.
- COBRA coverage available upon termination subject

DENTAL INSURANCE:

- Plan available for employee and dependents

VISION INSURANCE:

- Plan available for employee and dependents

LIFE INSURANCE:

- \$50,000 term life paid for employees

LONG TERM DISABILITY: Yes

ACCIDENTAL DEATH & DISMEMBERMENT: Yes

Employer pays premium for Employee only for Dental/Vision/ Life Insurance/ LTD/AD&D

FLEXIBLE BENEFIT PLAN:

- Cafeteria benefit plan offering pre tax deductions for payments of premiums for health, dental and vision insurance. Also, unreimbursed medical and dependant care
- Plan year runs January to December
- Employee may select benefit changes during the annual open enrollment period

RETIREMENT PLAN:

- California State Public Employee Retirement System (CALPERS)
- 2% at 55 for Classic members
- 2% at 62 for PEPRA members
- Up to four (4) years Military Service credit and 3 years Peace Corps credit available at employee's expense
- Final compensation based upon highest twelve (12) month average for Classic members and thirty six (36) month average for PEPRA members
- Minimum service requirement: age 50 (fifty) with five (5) years of service. Age 52 (fifty two) for post PEPRA members
- TAMC employer and employee contributions-% of contributions vary per CALPERS rules

DEFERRED COMPENSATION:

- Program administered by CALPERS
- Employer contributes amount equal to 8% of employee's gross wages to deferred retirement account
- Maximum employee contribution is 25% of employee's gross wages, up to maximum annual IRS limits

DISABILITY:

- Employees participate in the State Disability Income (SDI) plan at their own expense
- SDI benefits integrated with sick leave benefits

SOCIAL SECURITY: No

MEDICARE: Yes

WELLNESS PROGRAM:

- 50% reimbursement for eligible expenses up to \$350.00/year

ALTERNATE BENEFIT OPTION:

- Subject to certain conditions, provides alternate benefit option when an employee is precluded from receiving a benefit or has no need for a benefit.

EMPLOYEE ASSISTANCE PROGRAM: Yes

to law

- Retiree coverage-TAMC pays the monthly mandatory contribution to PEMHCA as set annually by the PERS Board. Remainder of premium paid by retiree
- Pre-tax 125 plan

ALTERNATIVE TRANSPORTATION INCENTIVE: \$1.50 one-way on day employee uses alternate transportation to commute to work

NOTE: The information listed above is intended to provide a general summary of benefits available to employees of Transportation Agency for Monterey County and is not legally binding.