



SAN BENITO COUNTY BENEFITS



Employees in regular, full-time positions will be eligible to participate in the following employee benefits:

Pay Day: Employees are bi-weekly. The insurance and benefits deductions will take place bi-monthly – normally the first two pay periods of the month. Bank/Credit union and 457 Retirement Deferrals deductions will take place bi-weekly.

Vacation: Based on continued years of service. Maximum accruals may apply depending on the bargaining unit.

- < 4 years of service = 10 days per year
- 5 to 9 years of service = 15 days per year
- 10 to 14 years of service = 18 days per year
- 15 + years of service = 20 days per year

Administrative Leave: Management employees receive 80 hours of administrative leave per calendar year. Forty (40) unused hours can be paid out at the end of the calendar year. Administrative leave is pro-rated.

Holidays: 13.5 holidays (including 3 floating) for most employees. Safety officers and dispatchers receive approximately 5% holiday pay in addition to their base pay in lieu of paid holidays off.

Sick Leave: 15 days per year. Maximum accruals apply.

Health Plan: Comprehensive **medical and dental** plans available for full-time employees. **Employees appointed to a regular position at a time base of 50% or higher may be eligible for benefits, however will be required to contribute a higher portion of premiums.**

Vision Plan: MES Vision Plan offered which offers exams, frames and lenses on a 12-24-24 basis. The County pays for employee coverage and the employee can pay for dependent coverage. **This benefit is available to FULL-TIME employees only.**

Employee Assistance Program: The County provides confidential short-term counseling services to employees and dependents.. Any regular employee is eligible for up to a total of **three (3) hours** of counseling sessions within any six (6) month period per County employee. Up to a maximum of six (6) sessions per calendar year are allowed per family

Life Insurance/AD&D: County pays for a \$20,000 BASIC life insurance policy for each employee. Two other VOLUNTARY life insurance plans available, including AD&D.

Disability Insurance: General, Confidential and Management groups participate in the State Disability Insurance.

Credit Union: Membership available to San Benito County employees at the Santa Clara County Federal Credit Union.

Deferred Compensation: Employees may participate in tax-deferred retirement savings. Two 457 plans available. Employees may rollover funds from prior 401k or 457 accounts. IRS limits apply.

Retirement: **PLEASE NOTE THAT CHANGES ARE CURRENTLY PENDING FOR JANUARY 1, 2013 DUE TO PENSION REFORM LAW AND OTHER DATES DUE TO CONTRACT MODIFICATIONS.** All .50 or higher regular employees will be enrolled into the CalPERS retirement system. Employee contributions vary according to bargaining unit.

- All Miscellaneous (non-Safety) employees enrolled into the CalPERS retirement system participate in the full formula of 2% at 55. Miscellaneous employees participate in Social Security in addition to CalPERS.
- Safety employees are covered by the safety full formula 3% at 55. Safety employees contribute 9% of the employee contribution. Safety employees *do not* participate in Social Security.

Extra Insurance: Employees may participate in various AFLAC plans such as accident, disability, and cancer insurances. AFLAC can enroll employees into a pre-tax cafeteria plan and flexible spending accounts including **Unreimbursed Medical (\$2500)** and **Dependent Care (\$5000)**.