

# TAMC GENERAL 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 LEAVE (paid):**

	<u>Accrual Rate</u>
Up to 2 (two) years.....	12 (twelve) days
More than 2 (two) years.....	14 (fourteen) days
More than 4 (four) years.....	16 (sixteen) days
More than 6 (six) years.....	18 (eighteen) days
More than 10 (ten) years.....	20 (twenty) days
More than 13 (thirteen) years.....	21 (twenty-one) days
More than 18 (eighteen) years.....	23 (twenty-three) days
More than 20 (twenty) years.....	24 (twenty-four) days
More than 25 (twenty-five) years.....	25 (twenty-five) days

Maximum Vacation Accrual: 260 (two hundred-sixty) hours

**PROFESSIONAL LEAVE:** Not eligible

**SICK LEAVE (paid):**

Accrual Rate

10 (ten) days per year

Family Illness: May use up to 10 (ten) days per year of accrued sick leave

**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:**

- \$200 (two 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

**DENTAL INSURANCE:**

- Plan available for employee and dependents

**VISION INSURANCE:**

- Plan available for employee and dependents

**LIFE INSURANCE:**

- \$20,000 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's 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

- Domestic Partner health benefits available
- Coverage effective 1<sup>st</sup> of month following date of hire, subject to timely enrollment & eligibility criteria.
- COBRA coverage available upon termination subject 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.