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):

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

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

PROFESSIONAL LEAVE: Not eligible

SICK LEAVE (paid):

<table>
<thead>
<tr>
<th>Accrual Rate</th>
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<tbody>
<tr>
<td>10 (ten) days per year</td>
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</table>

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 dependent 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
- TAMP’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 1st 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.