



SANTA CRUZ COUNTY BENEFITS SUMMARY

BENEFIT	COVERAGE OPTIONS AT A GLANCE		
MEDICAL	<p>The goal of Santa Cruz County is to provide you with affordable, quality health care benefits. The following plans are available to you by CalPERS through the County.</p> <table border="0" data-bbox="375 506 1482 716"> <tr> <td data-bbox="375 506 922 625"> <p><u>Preferred Provider Plans (PPO):</u> PERS Gold PERS Platinum PORAC (must be a member of PORAC Assoc)</p> </td> <td data-bbox="948 506 1482 716"> <p><u>Health Maintenance Organizations (HMO):</u> Blue Shield Access+ HMO Blue Shield Trio HMO Anthem HMO Select Anthem HMO Traditional Health Net SmartCare HMO Kaiser Permanente Basic Plan</p> </td> </tr> </table>	<p><u>Preferred Provider Plans (PPO):</u> PERS Gold PERS Platinum PORAC (must be a member of PORAC Assoc)</p>	<p><u>Health Maintenance Organizations (HMO):</u> Blue Shield Access+ HMO Blue Shield Trio HMO Anthem HMO Select Anthem HMO Traditional Health Net SmartCare HMO Kaiser Permanente Basic Plan</p>
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DENTAL	<p>The County offers three dental plans: Cigna DHMO, Basic Delta Dental, and Buy-Up Delta Dental. The plans provide services for Preventive, Basic, and Major dental care to you and your eligible dependents. Dental coverage is effective the first day of your first full pay period of employment.</p>		
VISION	<p>The County offers one vision plan: VSP (Vision Service Plan). This plan includes an annual eye exam every 12 months. Lenses & contact lenses (in lieu of glasses) are covered every 12 months. Frames are covered every 24 months with \$200 allowance. Vision coverage is effective the first day of your first full pay period of employment.</p>		
BASIC LIFE AND AD&D INSURANCE	<p>The County offers Basic Life insurance for your beneficiary in the event of your death. Basic Life Insurance pays your beneficiary a lump sum if you die. AD&D provides another layer of benefits to either you or your beneficiary if you suffer from loss of a limb, speech, sight, or hearing, or if you die in an accident. Basic Life Insurance coverage is effective the first day of your first full pay period of employment.</p> <ul style="list-style-type: none"> ➤ \$20,000 for General Representation ➤ \$50,000 for Deputy Probation Officer, DA Inspector, Government Attorneys Association, Middle Management, Executive and Unrepresented Management, Sheriff's Correctional Officer, Deputy Sheriff's Officer, Sheriff's Supervisory, and Law Enforcement Middle Management ➤ \$100,000 for Physicians, Department Head, and Board of Supervisors 		
DISABILITY INSURANCE	<p>State Disability Insurance (SDI) Program: General Representation and Deputy Probation Officers participate in the State Disability Insurance (SDI) Program. This program is funded 100% by employee payroll deductions. If you become medically disabled, this coverage is designed to replace a portion of your pre-disability earnings (approximately 60-70%). Participants in the SDI program are also covered by Paid Family Leave (PFL) which provides eligible workers partial wage replacement when taking time off work to care for parents, children, spouses / registered domestic partners or to bond with a new minor child. If you are on a leave of absence for more than one full pay period contact the Benefits Office regarding your medical insurance.</p> <p>The Hartford: The County provides long term disability coverage through The Hartford to Physicians, Department Heads, Board of Supervisors, Executive and Unrepresented Management, Government Attorneys Association, and Middle Management. Long-term disability coverage is effective the first day of the first full pay period of employment. If you become medically disabled, this coverage is designed to replace a portion of your pre-disability earnings. Long-term disability coverage is County paid. If you are on a leave of absence for more than one full pay period contact the Benefits Office regarding your medical insurance.</p>		

BENEFIT**COVERAGE OPTIONS AT A GLANCE**

California Law Enforcement Association (CLEA): The County offers a long-term disability voluntary coverage through the California Law Enforcement Association (CLEA) to DA Inspectors. If you choose to enroll you must enroll within the first 30 days of your start date. The cost for your coverage is Employee paid, the County does not contribute. The effective date is on the first of the following month after your hire date, provided you complete the enrollment form (Association Board Members/ Bargaining Unit Representative). If you are medically disabled, this coverage is designed to replace a portion of your pre-disability earnings. If you are on a leave of absence for more than one full pay period contact the Benefits Office regarding your medical insurance.

California Peace Officers Research Association (PORAC): The County offers long-term disability voluntary coverage through the California Peace Officers Research Association (PORAC) to Sheriff's Correctional Officers, Deputy Sheriff's Officers, Sheriff's Supervisory, and Law Enforcement Middle Management. If you choose to enroll you must enroll within the first 30 days of your start date. The cost for your coverage is Employee paid, the County does not contribute. The effective date is on the first of the following month after your hire date, provided you complete the enrollment form (see your training officer/ Association Board Members/ Bargaining Unit Representative). If you are medically disabled, this coverage is designed to replace a portion of your pre-disability earnings. If you are on a leave of absence for more than one full pay period contact the Benefits Office regarding your medical insurance.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

The County offers this program to help with short-term counseling needs. It offers quick and easy access to confidential, professional assistance and resources to help you and your family address difficulties related to emotional, relationship, substance abuse, legal and financial concerns. This is available to eligible employees and dependents.