



# County of Santa Cruz Benefits Summary



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## BENEFIT COVERAGE OPTIONS AT A GLANCE

**MEDICAL** 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.

**Preferred Provider Plans (PPO):**

PERS Gold  
PERS Platinum  
PORAC (Peace Officers Assoc. members only)

**Health Maintenance Organizations (HMO):**

Blue Shield Access+  
Blue Shield Trio  
Anthem Select  
Anthem Traditional  
Kaiser  
UnitedHealthcareSignaturevalue Alliance  
UnitedHealthcareSignaturevalue Harmony

**DENTAL** 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.

**VISION** The County offers one vision plan: **VSP (Vision Service Plan).** This plan provides a comprehensive vision care service to you and your eligible dependents.

<b>LIFE INSURANCE</b>	<p>The County provides you with basic life and AD&amp;D insurance.</p> <ul style="list-style-type: none"><li>• \$20,000 for General Representation</li><li>• \$50,000 for Deputy Probation Officer, DA Inspector, Middle Management, Executive and Unrepresented Management, Sheriff's Correctional Officer, Deputy Sheriff's Officer, Sheriff's Supervisory, and Law Enforcement Middle Management</li><li>• \$100,000 for Physicians, Department Heads, Board of Supervisors and Government Attorneys Association</li></ul>	<p>The County of Santa Cruz offers supplemental life and AD&amp;D insurance.</p> <ul style="list-style-type: none"><li>• Employee coverage is in increments of \$25,000. The benefit maximum is \$300,000 (\$500,000 for Physician's Group.)</li><li>• Spouse coverage amount of \$20,000.</li><li>• Children coverage amount of \$5,000 or \$10,000.</li></ul>
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**125 PRE-TAX PROGRAMS** A Pre-Tax Program is a benefit plan that you sign up for and fund through payroll deductions. Contributions are pulled from your paycheck before taxes. The County offers four Pre-Tax Programs: **Dependent Care, Flexible Spending Account, H-Care, and 457 Deferred Compensation.**

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<b>EMPLOYEE ASSISTANCE PROGRAM</b>	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.
<b>DISABILITY INSURANCE</b>	<p><b>State Disability Insurance (SDI) Program:</b> 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><b>The Hartford:</b> 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 on 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> <p><b>California Peace Officers Research Association (PORAC):</b> 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, District Attorney Inspectors, 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.</p>

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