



County of Santa Cruz Employee Benefits Summary



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County Employee
Benefits Website

www.santacruzcountyca.gov/benefits

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 of Santa Cruz.</p> <table border="0"> <tr> <td data-bbox="240 533 743 569"><u>Preferred Provider Plans (PPO):</u></td> <td data-bbox="805 533 1365 569"><u>Health Maintenance Organizations (HMO):</u></td> </tr> <tr> <td data-bbox="240 575 370 606">PERS Gold</td> <td data-bbox="805 575 1062 606">Blue Shield Access+</td> </tr> <tr> <td data-bbox="240 615 427 646">PERS Platinum</td> <td data-bbox="805 615 997 646">Blue Shield Trio</td> </tr> <tr> <td data-bbox="240 655 743 686">PORAC (Peace Officers Assoc. members only)</td> <td data-bbox="805 655 997 686">Anthem Select</td> </tr> <tr> <td></td> <td data-bbox="805 695 1057 726">Anthem Traditional</td> </tr> <tr> <td></td> <td data-bbox="805 735 883 766">Kaiser</td> </tr> <tr> <td></td> <td data-bbox="805 774 1349 806">UnitedHealthcareSignaturevalue Alliance</td> </tr> <tr> <td></td> <td data-bbox="805 814 1365 846">UnitedHealthcareSignaturevalue Harmony</td> </tr> </table>		<u>Preferred Provider Plans (PPO):</u>	<u>Health Maintenance Organizations (HMO):</u>	PERS Gold	Blue Shield Access+	PERS Platinum	Blue Shield Trio	PORAC (Peace Officers Assoc. members only)	Anthem Select		Anthem Traditional		Kaiser		UnitedHealthcareSignaturevalue Alliance		UnitedHealthcareSignaturevalue Harmony
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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.</p>																	
VISION	<p>The County offers one vision plan: VSP (Vision Service Plan). This plan provides a comprehensive vision care service to you and your eligible dependents.</p>																	
LIFE INSURANCE	<p>The County provides you with basic life and AD&D insurance.</p> <ul style="list-style-type: none"> • \$20,000 for General Representation • \$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 • \$100,000 for Physicians, Department Heads, Board of Supervisors and Government Attorneys Association 	<p>The County of Santa Cruz offers supplemental life and AD&D insurance.</p> <ul style="list-style-type: none"> • Employee coverage is available in increments of \$25,000. The benefit maximum is \$300,000 (\$500,000 for Physician's Group.) • Spouse coverage amount of \$20,000. • Children coverage amount of \$5,000 or \$10,000. 																
125 PRE-TAX PROGRAMS	<p>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, Health Flexible Spending Account, Pre-Tax Medical Premiums, and 457 Deferred Compensation.</p>																	

BENEFIT

COVERAGE OPTIONS AT A GLANCE

EMPLOYEE ASSISTANCE PROGRAM

Employee Assistance Program is a free convenient service to help you balance work and family responsibilities and enhance emotional wellbeing. Whether you are tackling legal, financial, or childcare issues, or looking for a way to deal with difficult emotions, the Employee Assistance Program has resources for you.

DISABILITY INSURANCE

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.

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 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.

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, 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 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 become 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.

**Human Resources Department
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Benefits Hotline: (831) 454-2241

Website: www.santacruzcountyca.gov/benefits