

**WAGES AND FRINGE BENEFITS FOR
MV Transportation's Transit Operations Service, Monterey-Salinas Transit District**

IMPORTANT NOTE AND DISCLAIMER

The wages and benefits paid to certain employees (full time clerk) of the Monterey-Salinas Transit District operation who are non-bargained.

Clerk BENEFITS (Non-Exempt, Non Bargained)

MEDICAL: Full time employees and those who qualify under the ACA are eligible for health, dental and vision benefits.

2021				
Hourly Non-Union				
EE	Employee	Employer	Total	
Count	Costs	Costs	Costs	
Medical/Rx - Aetna Health Savings Plus				
Pay Rates of \$7.25 - \$14.42				
Employee only	0	\$92.00	\$435.78	\$527.78
Employee + Spouse	0	\$410.00	\$751.11	\$1,161.11
Employee + Child(ren)	0	\$276.00	\$674.00	\$950.00
Employee + Family	<u>0</u>	\$488.00	<u>\$1,095.33</u>	<u>\$1,583.33</u>
	0	\$0	\$0	
Pay Rates of \$14.43 - \$16.83				
Employee only	0	\$124.00	\$403.78	\$527.78
Employee + Spouse	0	\$486.00	\$675.11	\$1,161.11
Employee + Child(ren)	0	\$326.00	\$624.00	\$950.00
Employee + Family	<u>0</u>	\$576.00	<u>\$1,007.33</u>	<u>\$1,583.33</u>
	0	\$0	\$0	
Pay Rates of \$16.84 +				
Employee only	1	\$142.00	\$385.78	\$527.78
Employee + Spouse	0	\$558.00	\$603.11	\$1,161.11
Employee + Child(ren)	0	\$374.00	\$576.00	\$950.00
Employee + Family	<u>0</u>	\$666.00	<u>\$917.33</u>	<u>\$1,583.33</u>
	1	\$142	\$386	

VACATION PAY: Employees working 70+ hours in a pay period accrue 1.54 hours per pay period after one year of employment.

After three years' accrual increases to 3.08 hours per pay period.

SICK LEAVE: 6 days/year.

PAID HOLIDAYS: All employees are eligible for six (6) paid holidays.

SUPPLEMENTAL VOLUNTARY BENEFITS: First of the month following 60 days of employment full time employees are eligible to participate in company offered voluntary benefits for short term disability, accident care, critical illness, universal life, and hospital indemnity.

FLEXIBLE SPENDING ACCOUNTS (Health Care FSA and Dependent Care FSA): These programs allow employees to put aside pre-tax money to pay for childcare or eldercare expenses while employees work, and to pay for qualifying out-of-pocket medical expenses (such as copays and other covered items.) Employees are eligible to participate in both plans on their normal benefits eligibility date as long as they are not participating in a High Deductible Health Plan.

EMPLOYEE ASSISTANCE PROGRAM: MV offers confidential counseling services at no cost for employees and family members (3 in- person sessions per incident per year). There is a 24/7 resource and referral line for counseling, financial assistance, legal problems, and many other issues.

SUPPLEMENTAL LIFE, AD&D, AND DISABILITY INSURANCE: In addition to its health insurance plan offerings, MV also offers company- sponsored supplemental life insurance and Accidental Death & Dismemberment (AD&D) insurance plans through Securian. The supplemental life insurance plan is available to employees, their spouse/domestic partner, and their children. The AD&D insurance plan is available to employees and spouses. Employees are eligible effective on the 1st of the month following 60 days of employment.

401 (k): Employees are eligible to participate in the Company offered 401(k) program.

**MV Transportation – Monterey-Salinas Transit District
Non Bargained Administration Wage as of August 26, 2021**

Title	Start Date	Pay Rate	Status
Administration Clerk	10/19/2015	\$ 22.56	Full Time