



SANTA CRUZ METROPOLITAN TRANSIT DISTRICT

Health and Welfare Benefits for Management Staff

Employees are eligible for benefits on the first day of the month following the date of hire, unless otherwise noted below.

Medical Insurance: For employee and qualified dependents. Choice between one HMO and three PPO plans. HMO premium rate paid by Metro. Premium participation continues after retirement.

Dental Insurance: Premium paid by Metro for employee and qualified dependents.

Vision Insurance: Premium paid by Metro for employee and qualified dependents.

CalPERS Retirement Pension: Formula: 2.5% at age 55. (years of service x 2.5 = % of salary at retirement). Employee contributes 8% in lieu of Social Security.

457(b) Deferred Compensation Plan: Two plan providers available.
Similar to 401(k)

Life/AD&D Insurance: \$50,000 Life coverage. \$50,000 AD&D coverage provided by Metro. Additional Life/AD&D coverage is available at employee cost.

Long Term Disability Insurance: Available after one year of service. Premium paid by Metro. Monthly maximum benefit of \$ 10,000.00.

Employee Assistance Program: Premium paid by Metro.