

EXTRA HELP EMPLOYEES: BENEFITS

Below you will find information regarding the type of benefits you qualify for. If you are not sure of your Employee Type, please log into Workday and click on the Job Tab under your profile to view your FTE/Employee type. For more information, please visit <http://hr.smcgov.org/open-enrollment-aca-eligible-employees>.



Extra Help 75% - 100 % FTE



Yes, you are eligible for the ACA Kaiser HDHP plan, along with a Health Savings Account.



Per IRS regulations, you are enrolled in the 457 OBRA at 7.5% employee contribution. You are also eligible to enroll in the Traditional 457 Deferred Compensation account.



Extra Help <74% FTE, Relief, Seasonal



You are placed on an ACA measurement period for 12 months. **If you qualify**, then you are eligible for ACA Kaiser HDHP and Health Savings Account.



Per IRS regulations, you are enrolled in the 457 OBRA at 7.5% employee contribution. You are also eligible to enroll in the Traditional 457 Deferred Compensation account.



Extra Help Limited Term



Yes, you are eligible for Medical, Dental, Vision, Life Insurance, FSA, and EAP benefits.



The County contributes a percentage (2% to 4 %) to your deferred compensation account. In addition, if you elect to contribute to the Traditional 457 Deferred Compensation account, the county will match up to 3% of bi-weekly base pay.

If you have additional questions, please feel free to contact us at: 650-363-1919 or email us at benefits@smcgov.org