

**Monterey Peninsula Regional Park District
Benefits Summary for Full-Time Employees – FY2023-24**

1. CalPERS Retirement – Pension benefit calculated as:
 - 2% @ 62, District pays 50% of normal cost; Three-Year Final Compensation (*for employees hired on or after 1/1/2013*);
 - 2% @ 60, District pays 50% of normal cost; Three-year Final Compensation (*for CalPERS “Classic” members hired on or after 8/1/2012*);
 - 2.7% @ 55, District pays employee’s 8% contribution; One-Year Final Compensation (*for employees hired prior to 8/1/2012*)
2. PARS Retirement Enhancement Program – 100% District Paid (*for eligible employees hired on or prior to 5/14/2012*)
3. Health Insurance – Up to \$1,592 per month District Paid for Employee & Dependents (3 plan options)
4. Dental Insurance – Employee - 100% District Paid, Spouse & Family - 50% District Paid (Delta Dental Premier)
5. Vision Insurance – Employee - 100% District Paid, Spouse & Family - 50% District Paid (VSP)
6. Short Term, Long Term, Life, AD&D Disability Insurance – Employee only - 100% District Paid (Mutual of Omaha)
7. Employee Assistance Program (EAP) – 100% District Paid for Employees and household members (Mutual of Omaha)
8. Medical Flexible Spending Account (FSA) – 100% Employee Paid - Set aside up to \$3,050 a year pre-tax (Health Equity)
9. Dependent Care Flexible Spending Account – 100% Employee Paid - Set aside up to \$5,000 a year pre-tax (Health Equity)
10. Other Voluntary Supplemental Coverage – 100% Employee Paid - In addition to FSAs, other pre-tax and after-tax programs available including: Accident Indemnity; Disability Income Protector; Cancer Indemnity; Hospital Indemnity; Specified Health Event and Life Protector(Aflac)
11. Deferred Compensation – 100% Employee Paid 457 Plan Available thru CalPERS – Set aside up to \$22,500 a year pretax (CalPERS/Voya)
12. Vacation¹ – Accrued Monthly using the following rates:
 - 0 to 4 years of service = Up to 7.33 hours
 - 5 to 9 years of service = Up to 10.67 hours
 - 10 to 14 years of service = Up to 14 hours
 - 15 + years of service = Up to 14.67 hours
13. Sick Leave – Up to 8 hours per month
14. Floater Holidays – Up to 4 days per year
15. Banked Holidays – Employees may bank up to 8 holidays per year
16. Paid Holidays – 13 District-recognized holidays per year

¹ Part-time employees are eligible for EAP and prorated Vacation, Sick and Holidays, based on hours worked.