

**Monterey Peninsula Regional Park District
2011-12 Benefits Summary**

1. PERS Retirement – 2.7% @ 55, District pays employee’s 8% contribution
2. PARS Retirement Enhancement Program – 100% District Paid - For eligible employees
3. Health Insurance – Up to \$1,281 District Paid for Employee & Dependents (Anthem Blue Cross)
4. Vision Insurance – Employee - 100% District Paid, Spouse & Family - 50% District Paid (VSP)
5. Dental Insurance – Employee - 100% District Paid, Spouse & Family - 50% District Paid (Delta Dental Premier)
6. Life Insurance & Long Term Disability – Employee only - 100% District Paid
7. Medical Flexible Spending Account – Employee Paid - Set aside up to \$3,000 a year pre-tax
8. Dependent Care Flexible Spending Account – Employee Paid - Set aside up to \$5,000 a year pre-tax
9. Aflac – 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
10. Deferred Compensation – Employee Paid - Various Programs available
11. Vacation – Accrued Monthly using the following rates:
 - 0 to 4 years = 11 days
 - 5 to 9 years = 16 days
 - 10 to 14 years = 21 days
 - 15 + years = 22 days
12. Floater Holidays – Up to 4 per year
13. Banked Holidays – Up to 8 per year
14. Paid Holidays – 12 days per year
15. Sick Leave – 8 hours per pay period