

**Monterey Peninsula Regional Park District
2019-20 Benefits Summary**

1. CalPERS Retirement – 2% @ 62 District pays 50% of normal cost (*for employees hired on or after 1/1/2013*), Three-Year Final Compensation;
2.7% @ 55, District pays employee's 8% contribution (*for employees hired prior to 8/1/2012*), One-Year Final Compensation
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 (Anthem Blue Cross)
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 – 100% District Paid for Employees and household members (Mutual of Omaha)
8. Medical Flexible Spending Account (FSA) – 100% Employee Paid - Set aside up to \$2,650 a year pre-tax (Aflac)
9. Dependent Care Flexible Spending Account – 100% Employee Paid - Set aside up to \$5,000 a year pre-tax (Aflac)
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
12. Vacation – 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 – 12 District-recognized holidays per year