

**Monterey Peninsula Regional Park District**  
**Benefits Summary for Full-Time Employees – FY2024-25, Revised 1/1/25**

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*) – OR –
  - 2% @ 60, District pays 50% of normal cost; Three-year Final Compensation (*for existing CalPERS members*);
2. Health Insurance – Up to \$1,592 per month District Paid for Employee & Dependents (4 plan options)
3. Dental Insurance – Employee - 100% District Paid, Spouse & Family - 50% District Paid (Delta Dental Premier)
4. Vision Insurance – Employee - 100% District Paid, Spouse & Family - 50% District Paid (VSP)
5. Short Term, Long Term, Life, AD&D Disability Insurance – Employee only - 100% District Paid (Mutual of Omaha)
6. Employee Assistance Program (EAP) – 100% District Paid for Employees and household members (Mutual of Omaha)
7. Medical Flexible Spending Account (FSA) – 100% Employee Paid - Set aside up to \$3,300 a year pre-tax (Health Equity)
8. Dependent Care Flexible Spending Account – 100% Employee Paid - Set aside up to \$5,000 a year pre-tax (Health Equity)
9. 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)
10. Deferred Compensation – 100% Employee Paid 457 Plan Available thruCalPERS – Set aside up to \$23,500 a year pretax (CalPERS/Voya)
11. Vacation<sup>1</sup> – Accrued Monthly using the following rates:
  - 0 to 4 years of service = 7.33 hours
  - 5 to 9 years of service = 10.67 hours
  - 10 to 14 years of service = 14 hours
  - 15 + years of service = 14.67 hours
12. Sick Leave – 8 hours per month
13. Floater Holidays – Up to 4 days per year
14. Banked Holidays – Employees may space bank up to 8 holidays per year
15. Paid Holidays – 13 District holidays per year

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