

**Monterey Peninsula Regional Park District
Benefits Summary for Full-Time Employees – FY2026-27**

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. **Deferred Compensation** – **100% Employee Paid** 457 Plan Available thru CalPERS – (*Effective 1/1/2026*) Set aside up to \$24,500 a year pretax (CalPERS/Voya)
3. **Health Insurance** – (*Effective 1/1/2026*) **District Pays up to \$2,242** per month for Employee & Dependents (4 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)**¹ – **100% District Paid** for Employees and household members (Mutual of Omaha)
8. **Health Care Flexible Spending Account (HCFSA)** – **100% Employee Paid** – (*Effective 1/1/2026*) Set aside up to \$3,400 a year pre-tax (Health Equity)
9. **Dependent Care Flexible Spending Account (DCFSA)** – **100% Employee Paid** – (*Effective 1/1/2026*) Set aside up to \$7,500 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. **Vacation** – 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 accrued per month
13. **Floater Holidays** – Up to 32 hours per year
14. **Banked Holidays** – Employees may space bank up to 8 holidays per year
15. **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.