This is a summary of benefits for employees holding classification in the Regular Part-time ("RPT") positions. This summary is for information purposes only.

**Retirement:** The City provides CalPERS 2.7% @ 55 with highest year formula for “classic members”, as defined by CalPERS, which includes current City of Monterey non-sworn miscellaneous employees hired prior to January 1, 2013 or new employees who are currently active or have been active within six months of the date of hire in the CalPERS or reciprocal retirement system. These Classic employees are responsible for paying the full 8.0% member contribution rate in addition to cost-sharing 3.0% of the employer contribution resulting in a total employee contribution of 11.0%, which is deducted on a pre-tax basis.

The City provides CalPERS 2% @ 62 with highest three year formula for “new members” as defined by CalPERS, which includes new non-sworn miscellaneous employees hired on or after January 1, 2013 who have not been previously employed by the City of Monterey or who were employed by a reciprocal agency but had a break in service greater than six months. New employees are responsible for contributing fifty percent (50%) of the total “normal cost” rate. The “normal cost” rate is subject to change on a fiscal year basis as determined by CalPERS.

The City participates in the Medicare portion of Social Security

**Health Plan Spending Fund:** $670 per month provided to employees to purchase medical benefits for the employee and dependents through the PERS Health Plan Program. Regular Part-time employees who opt out of the City's medical plan receive $175 per month.

**Medical Insurance:** Employee has option of purchasing medical insurance. Employees are able to pay premium though a pre-tax payroll deduction.

**Dental, Vision, Legal Plan:** Employee has option of purchasing dental, vision, and legal plan for employee and dependents. Employees are able to pay dental and vision premium though a pre-tax payroll deduction.

**Short Term / Long Term Disability Plan:** The City provides a Short Term/Long Term Disability Plan.

**Longevity Pay:** Employees hired prior to January 1, 2015 shall be eligible for an additional 5%, 10%, 15% longevity pay upon completion of 20, 25, and 30 years of service.

**Flexible Spending Account:** The Section 125 Plan provides for an employee to set pre-tax dollars aside, through a payroll deduction, for reimbursement of health care and dependent care expenses.

**Fitness Pass:** Fitness Pass Program available to use the City of Monterey Sports Center.
Fitness Activity Plan: All members are eligible to participate in a Fitness Plan where they workout off-duty in exchange for up to 30 hours leave time per calendar year accrued in a fitness bank, with a maximum of 60 hours allowed in the bank.

City Recreation Program Fees: Resident Rates for City Recreation classes and programs for employees and immediate family household members.

Employee Assistance Program: Fully paid confidential counseling and referral service for employee and eligible dependents.

Holidays: 13 paid days annually plus 1 floating holiday (6 hours per holiday).

Sick Leave: Accrue 6 hours per month

Vacation: 1-5 years/ 5 hrs per month; 6-10 years/ 7.5 hrs per month; 11-15 years/ 8.5 hrs per month; 15+ years/ 10 hrs per month; 20+ years/ 11.5 hrs per month

Uniforms/Safety Toe Shoes: For those positions that require it, city will provide uniform to wear. City will also pay $200.00 toward Safety Toe Boots/Shoes for eligible positions to be purchased with a City Credit Card.

This bulletin is for informational purposes only and does not supersede rules regulations, ordinances and resolutions currently in effect.

Pursuant to the Immigration Reform Act of 1986, employees must show proof of identity and eligibility to work in the United States.

The City of Monterey is an Equal Opportunity Employer.

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