



# MANAGEMENT EMPLOYEES' ASSOCIATION BENEFITS

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**This is a summary of benefits for employees holding classification in the Management Employees' Association ("MEA") bargaining unit. This summary is for information purposes only. More specific details regarding these benefits can be found in the Memorandum of Understanding between the City and MEA.**

**Retirement:** CalPERS 2.7% @ 55 with highest year formula is provided for current City of Monterey employees or new employees who were hired prior to January 1, 2013, and who are currently active or have been active within six months of the date of hire in the CalPERS retirement system. The employee retirement contribution for these employees is 11% and is deducted on a pre-tax basis. The CalPERS retirement formula for new employees who do not meet the criteria stated above is 2% @ 62 with highest three-year compensation. The employee retirement contribution is 7.75% and is deducted on a pre-tax basis. The City participates in the Medicare portion of Social Security.

**Health Plan Spending Fund:** For plan year 2025, the City shall make a non-elective employer contribution to the flexible benefits plan on behalf of each active employee in this unit for use for health insurance, dependent dental insurance, additional life insurance, dependent care, and/or health care expenses through a Section 125 Flexible Spending Account in the following amounts:

Employee Only	= \$997.15
Employee + 1	= \$2,040.00
Employee + 2	= \$2,635.62
Cash in lieu of benefits	= \$300.00

**Dental:** Fully paid employee premium by the City.

**Vision:** Fully paid premium for employee and eligible dependents by the City.

**Life Insurance:** \$50,000 policy paid by the City, with an option to purchase additional coverage up to \$350,000.

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

**Deferred Compensation:** City will match employee paid contributions to a maximum of \$150.00 per month. Participants may contribute up to the maximum annual limit as specified by IRS guidelines.

**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.

**Group Legal:** Subject to provider limitations, the City will continue to provide a Group Legal Services Plan for employees represented by MEA through an employee-paid premium. Participation in the program shall be voluntary and consistent with the provider's requirements that the potential pool of participants must include a minimum of 200 employees.

**Tuition Reimbursement:** Subject to department approval, employees may be eligible for an allowance of \$1,000 per fiscal year, per employee for reimbursement for costs incurred for job-related course textbooks, seminars, conferences, and other accredited courses.

**Fitness Pass:** Fitness Pass Program available to use the City of Monterey Sports Center.

**Fitness Activity Plan:** Employees are eligible to participate in a Fitness Activity Plan, allowing them to work out off-duty in exchange for leave time accrued in a Fitness Leave Bank. Employees may accrue up to 40 hours per year (10 hours per quarter), with a maximum of 80 hours allowed in the bank. The Fitness Leave Bank has no cash value, and accrued time does not expire.

**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.

**Voluntary Unpaid Leave:** With advance approval, an employee may take up to forty (40) hours of unpaid leave per calendar year.

**Management Leave:** Management employees shall be provided with eighty (80) hours of management leave at the beginning of each calendar year. Newly hired managers will be awarded leave on a prorated basis depending on hire date.

**Holidays:** 14 paid days annually plus 1 floating holiday.

**Sick Leave:** 12 days per year. \*

**Vacation:** 1-5 years/10 days; 6-10 years/15 days; 11-15 years/ 17 days; 15+ years/20 days; 20+ years/23 days per year. \*

*\* Relocation assistance, sick leave and vacation balances and initial vacation accrual rate negotiable.*

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**Human Resources Department  
735 Pacific Street, Suite B  
Monterey, CA 93940**

**Phone: (831) 646-3765**