

UNCLASSIFIED MANAGEMENT

Benefit	Provider Name	Monthly Costs
Cafeteria Plan	City of Escondido	\$100 plus 4% of monthly salary to spend on benefits or paid in cash
Health Insurance	Kaiser HMO	Employee Pays:
		Employee Only \$15.64
		Employee + 1 \$31.26
	Family Coverage \$46.90	
Anthem BlueCross Traditional HMO	Employee Only \$270.24	
	Employee + 1 \$605.58	
	Family Coverage \$878.12	
Anthem BlueCross Select Plus HMO	Employee Only \$116.78	
	Employee + 1 \$283.32	
	Family Coverage \$417.76	
Anthem BlueCross HDHP	Employee Only \$159.68	
	Employee + 1 \$372.78	
	Family Coverage \$545.34	
Dental Insurance	Delta Dental DPO	Employee Pays:
		Employee Only \$0.00
Employee + 1 \$41.94		
Family Coverage \$102.88		
Delta Dental DMO	Employee Only \$0.00	
	Employee + 1 \$17.02	
	Family Coverage \$35.51	
Vision (Voluntary)	United Healthcare Vision	Employee Only \$9.10
		Employee + 1 \$16.30
		Family Coverage \$27.02
Cancer Expense Plan (Voluntary)	AFLAC	Employee Only \$20.40
		One Adult Family \$23.80
		Two Adult Family \$33.20
Personal Accident (Voluntary)	AFLAC	Employee Only \$19.80
		Employee & Spouse \$26.50
		One Adult Family \$28.70
		Two Adult Family \$35.60
Specified Health (Voluntary)	AFLAC	Rates vary based on age and level of coverage
Legal Plan (Voluntary)	ARAG	Plan Membership \$19.50
Supplemental Life (Voluntary)	Prudential Financial	Employee may purchase age-rated coverage for self, spouse and children
Group Life Insurance Basic Life and AD&D: Greater of \$50,000 or \$25,000 plus 1/2 annual salary (each coverage) Dependent Life: \$1,000	Prudential Financial	All fully paid by City of Escondido
Short Term Disability	Prudential Financial	Employee pays .555% of salary
Long Term Disability	Prudential Financial	Employee pays .572% of salary
Section 125 Pre-tax Premiums, Medical & Dependent Care Flexible Spending Accounts	TRI-AD	Employee may set aside tax-free FSA \$: Annual minimum (both FSAs): \$240 Medical FSA annual max: \$2,500 Dependent FSA annual max: \$5,000

UNCLASSIFIED MANAGEMENT

Benefit	Description										
Retirement Plan (Defined Benefit Plan)	Provider: CalPERS Employee pays 8% of salary; Employer pays an additional variable rate into plan										
401(k) and 457 Deferred Compensation Plans	Provider: ICMA-RC City contributes \$100 to 401(k) plan (suspended); Employee contributions to plans are optional										
Health Insurance Rebate	\$75 per month for waiving at least one level of health insurance (any plan)										
Holidays	10 per year										
Management Leave	1 - 15 days annually, depending on position										
Sick Leave Accrual	9 hours per month, no maximum accrual										
Annual Vacation Accrual	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Years of Service</th> <th style="text-align: left;">Accrual</th> </tr> </thead> <tbody> <tr> <td>1 to 5</td> <td>96 hours</td> </tr> <tr> <td>6 to 10</td> <td>136 hours</td> </tr> <tr> <td>11 to 15</td> <td>176 hours</td> </tr> <tr> <td>16 to 20</td> <td>216 hours</td> </tr> </tbody> </table> <p>Plus 24 additional hours each July 1 in time or cash Plus an additional 4 hours credited each October</p>	Years of Service	Accrual	1 to 5	96 hours	6 to 10	136 hours	11 to 15	176 hours	16 to 20	216 hours
Years of Service	Accrual										
1 to 5	96 hours										
6 to 10	136 hours										
11 to 15	176 hours										
16 to 20	216 hours										
Work-Life Benefits	Employee Assistance Program (EAP) — counseling services LifeCare — life event management services (suspended) AXA — Travel Assistance Program Caregiver's Reimbursement Program (suspended) Simple Cents Incentive Program (suspended) Lactation Program (suspended) 529 College Savings Plan										
Tuition Reimbursement	Suspended										
Employee Discounts	Gym Membership Dell Computers Apple Products AT&T, Nextel and Verizon Cell Phones Working Advantage Program — entertainment discounts										