



EXECUTIVE MANAGEMENT 2018 BENEFIT SUMMARY

Benefit/Provider		Monthly Contributions	
	Coverage Level	City Pays	Employee Pays
Kaiser HMO	Employee Only	\$453.16	\$32.28
	Employee + 1	\$906.32	\$64.54
	Family	\$1,279.36	\$94.36
Kaiser HDHP w/HSA Note: The City will contribute to an employee's HSA: \$625 for Employee Only coverage; \$1,250 for Employee + 1 or Family coverage	Employee Only	\$377.22	\$20.56
	Employee + 1	\$754.44	\$41.08
	Family	\$1,064.74	\$61.00
Kaiser POS	Employee Only	\$453.16	\$475.60
	Employee + 1	\$906.32	\$951.20
	Family	\$1,279.36	\$1,349.02
Delta Preferred PPO	Employee Only	\$43.36	\$0.00
	Employee + 1	\$43.36	\$41.94
	Family	\$43.36	\$102.88
DeltaCare DMO	Employee Only	\$21.82	\$0.32
	Employee + 1	\$21.82	\$17.84
	Family	\$21.82	\$36.92
Anthem BlueView Vision	Employee Only	n/a	\$8.36
	Employee + 1	n/a	\$14.96
	Family	n/a	\$24.80
AFLAC – Cancer Plan	Employee Only	n/a	\$31.72
	Employee + Spouse	n/a	\$53.95
	One Parent Family	n/a	\$31.72
	Two Parent Family	n/a	\$53.95
AFLAC – Personal Accident Plan	Employee Only	n/a	\$21.32
	Employee + Spouse	n/a	\$28.47
	One Parent Family	n/a	\$33.54
	Two Parent Family	n/a	\$42.25
AFLAC – Critical Care Plan	Employee Only	n/a	Rates vary based on age and coverage
	Employee + Spouse	n/a	
	One Parent Family	n/a	
	Two Parent Family	n/a	
ARAG – Legal Plan	Plan Membership	n/a	\$23.00
Supplemental Life Insurance (Prudential)	Age rated coverage for self, spouse and children	n/a	Rates vary based on coverage
Group Life Insurance (Prudential)	Basic Life and AD&D: ½ base annual earnings + \$25,000 Dependent Life: \$1,000	City pays full cost	No cost to employee
Section 125 Pre-tax Premiums, Medical and Dependent Care Flexible Spending Accounts	Provider: TRI-AD Employee may set aside tax-free FSA \$ Annual minimum (both FSAs): \$240 Medical FSA annual max: \$2,600 Dependent FSA annual max: \$5,000		

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Benefit/Provider	Description										
Short Term Disability (Prudential)	Employee pays .715% of salary										
Long Term Disability (Prudential)	Employee pays .720% of salary										
Retirement Plan (CalPERS Defined Benefit Plan)	Employee and Employer share the cost Tier 1: 3% @ 60 Employee contribution rate = 8% 1 Year Average Tier 2: 2% @ 60 Employee contribution rate = 7% 3 Year Average Tier 3: 2% @ 62 Employee contribution rate = 6.25% 3 Year Average										
401 (k), 457 and Payroll Roth IRA Plans (ICMA – RC)	Employee contributions to plans are optional										
Cafeteria Plan Benefit	4% of monthly salary + \$125 (divided into the first two paychecks of each month)										
Health Insurance Waiver Rebate	\$75 per month for waiving at least one level of health insurance										
Holidays	10 per year										
Auto Allowance	Selected Executive Management positions receive \$375 - \$450 per month										
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, an additional 24 hours credited each July 1 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
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1 to 5	96 hours										
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Work-Life Benefits	Employee Assistance Program (EAP) – counseling services AXA – Travel Assistance Program 529 College Savings Plan										
Employee Discounts	Gym Membership Dell Computers Apple Products AT&T, Sprint and Verizon Cellphones Working Advantage Program – entertainment discounts Fun Express – entertainment discounts Education Discounts: National University, Grand Canyon University and Azusa Pacific										