



EXECUTIVE MANAGEMENT

Benefit/Provider	Monthly Contributions		
	Coverage Level	City Pays	Employee Pays
Kaiser HMO	Employee Only	\$448.50	\$27.64
	Employee + 1	\$897.02	\$55.26
	Family	\$1,266.20	\$81.22
Kaiser HDHP with Health Savings Account (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	\$373.40	\$16.76
	Employee + 1	\$746.82	\$33.48
	Family	\$1,053.96	\$50.22
Kaiser POS	Employee Only	\$448.50	\$462.48
	Employee + 1	\$897.02	\$924.94
	Family	\$1,266.20	\$1,311.86
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 Blue View Vision	Employee Only	n/a	\$8.36
	Employee + 1	n/a	\$14.96
	Family	n/a	\$24.80
Cancer Expense Plan (Voluntary) AFLAC	Employee Only	n/a	\$31.72
	Employee + Children	n/a	\$31.72
	Employee + Spouse	n/a	\$53.95
	Employee + Spouse + Children	n/a	\$53.95
Personal Accident (Voluntary) AFLAC	Employee Only	n/a	\$21.45
	Employee + Spouse	n/a	\$28.73
	One Adult Family	n/a	\$32.76
	Two Adult Family	n/a	\$41.21
Critical Care Protection Plan (Voluntary) AFLAC	Various levels of coverage available	n/a	Rates vary based on age and coverage
Legal Plan (Voluntary) ARAG	Plan Membership		\$23.00
Supplemental Life (Voluntary) Prudential Financial	Age rated coverage for self, spouse and children	n/a	Rates vary based on coverage
Group Life Insurance Prudential Financial	Basic Life and AD&D: Greater of \$50,000 or \$25,000 plus 1/2 annual salary (each coverage); Mrg/Atty/Treas 2x salary Dependent Life: \$1,000	City pays full cost	No cost to employee

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Benefit	Description										
Short Term Disability	Provider: Prudential Financial Employee pays .715% of salary										
Long Term Disability	Provider: Prudential Financial Employee pays .720% of salary										
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: \$2,500 Dependent FSA annual max: \$5,000										
Retirement Plan (Defined Benefit Plan)	Provider: CalPERS Employee and Employer share the cost. <ul style="list-style-type: none"> • 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) and 457 Deferred Compensation Plans	Provider: ICMA-RC Employee contributions to plans are optional										
Health Insurance Rebate	\$75 per month for waiving at least one level of health insurance (any plan)										
Cafeteria Plan Benefit	4% of monthly salary + \$125 (divided into the first two paychecks of each month)										
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 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										
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11 to 15	176 hours										
16 to 20	216 hours										
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 Cell Phones Working Advantage Program — entertainment discounts Fun Express — entertainment discounts										