

SWORN POLICE

2024 BENEFIT SUMMARY

Benefit/Provider		Monthly Contributions	
	Coverage Level	City Pays	Employee Pays
Kaiser HMO	Employee Only Employee + 1 Family	\$529.16 \$1,058.34 \$1,494.46	\$108.26 \$216.50 \$309.40
Kaiser HDHP w/HSA Note: The City will contribute to an employee's HSA: \$800 for Employee Only coverage; \$1,600 for Employee + 1 or Family coverage	Employee Only Employee + 1 Family	\$435.46 \$870.90 \$1,229.46	\$78.72 \$157.46 \$225.64
Delta Preferred PPO	Employee Only Employee + 1 Family	\$37.34 \$36.02 \$33.24	\$0.00 \$37.44 \$92.72
DeltaCare DMO	Employee Only Employee + 1 Family	\$22.16 \$22.16 \$22.16	\$0.64 \$18.70 \$38.34
Anthem BlueView Vision	Employee Only Employee + 1 Family	n/a n/a n/a	\$7.11 \$12.72 \$21.08
Critical Illness (The Hartford)	Employee Only Employee + Spouse One Parent Family Two Parent Family	n/a n/a n/a n/a	Rates vary based on age and coverage-See Benefits
Accident –Low Plan (The Hartford)	Employee Only Employee + Spouse Employee + Children Two Parent Family	n/a n/a n/a n/a	\$5.20 \$8.18 \$8.55 \$13.51
Accident – High Plan (The Hartford)	Employee Only Employee + Spouse Employee + Children Two Parent Family	n/a n/a n/a n/a	\$8.09 \$12.74 \$13.46 \$21.19
Hospital Indemnity Plan (The Hartford)	Employee Only Employee + Spouse One Parent Family Two Parent Family	n/a n/a n/a n/a	Rates vary based on age and coverage
ARAG – Legal Plan	Plan Membership	n/a	\$24.25
Supplemental Life Insurance (The Hartford)	Age rated coverage for self, spouse and children	n/a	Rates vary based on coverage
Group Life Insurance (The Hartford)	Basic Life and AD&D: \$50,000 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: \$3,050 Dependent FSA annual max: \$5,000		

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Long Term Disability	Peace Officers Research Association of California (PORAC)
Retirement Plan (CalPERS Defined Benefit Plan)	Employee and Employer share the cost Tier 1 Classic: 3% @ 50 Employee contribution rate = 12% Single Highest Year Tier 2 Classic: 2% @ 50 Employee contribution rate = 12% 3 Year Highest Avg Tier 3 PEPR: 2.7% @ 57 Employee contribution rate = 14% 3 Year Highest Avg
401 (k), 457 and Payroll Roth IRA Plans (MissionSquare Retirement)	Employee contributions to plans are optional
Health Insurance Waiver Rebate	\$75 per month for waiving at least one level of health insurance
Holidays	10 per year Plus, an additional 4 hours credited each October
Sick Leave Accrual	8 hours per month, no maximum accrual
Annual Vacation Accrual	Years of Service 1 to 5 102 hours 5 to 10 144.5 hours 10 to 15 187 hours 15+ 229.5 hours Max Accrual: 2 ½ years
Work-Life Benefits	Employee Assistance Program (EAP) – counseling services The Hartford – Travel Assistance & Identity Theft Program 529 College Savings Plan
Employee Discounts	Gym Membership Dell Computers Apple Products AT&T, T-Mobile and Verizon Cellphones Working Advantage Program – entertainment discounts Fun Express – entertainment discounts Education Discounts: National University, Grand Canyon University and Waldorf University