



CITY COUNCIL

2021 BENEFIT SUMMARY

| Benefit/Provider | | Monthly Contributions | |
|--|--|------------------------------|--------------------------------------|
| | Coverage Level | City Pays | Employee Pays |
| Kaiser HMO | Employee Only | \$495.70 | \$74.80 |
| | Employee + 1 | \$991.40 | \$149.60 |
| | Family | \$1,399.78 | \$214.74 |
| Kaiser HDHP w/HSA Note: The City will contribute to an employee's HSA: \$700 for Employee Only coverage; \$1,400 for Employee + 1 or Family coverage | Employee Only | \$412.10 | \$55.40 |
| | Employee + 1 | \$824.20 | \$110.80 |
| | Family | \$1,163.38 | \$159.60 |
| Delta Preferred PPO | Employee Only | \$43.36 | \$0.00 |
| | Employee + 1 | \$43.36 | \$41.94 |
| | Family | \$43.36 | \$102.88 |
| DeltaCare DMO | Employee Only | \$22.16 | \$0.64 |
| | Employee + 1 | \$22.16 | \$18.70 |
| | Family | \$22.16 | \$38.34 |
| Anthem BlueView Vision | Employee Only | n/a | \$7.11 |
| | Employee + 1 | n/a | \$12.72 |
| | Family | n/a | \$21.08 |
| AFLAC – Cancer Plan | Employee Only | n/a | \$33.50 |
| | Employee + Spouse | n/a | \$57.64 |
| | One Parent Family | n/a | \$33.50 |
| | Two Parent Family | n/a | \$57.64 |
| 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 | \$24.25 |
| Group Life Insurance (The Hartford) | Basic Life and AD&D: \$50,000 Dependent Life: \$1,000 | City pays full cost | No cost to employee |

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|---|--|
| Retirement Plan (CalPERS Defined Benefit Plan) | Employee and Employer share the cost Tier 1 Classic: 3% @ 60 Employee contribution rate = 8% 1 Year Average Tier 2 Classic: 2% @ 60 Employee contribution rate = 7% 3 Year Average Tier 3 PEPRA: 2% @ 62 Employee contribution rate = 7% 3 Year Average |
| 401 (k), 457 and Payroll Roth IRA Plans (ICMA – RC) | Employee contributions to plans are optional |
| Health Insurance Waiver Rebate | \$75 per month for waiving at least one level of health insurance |
| 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, Sprint and Verizon Cellphones Working Advantage Program – entertainment discounts Fun Express – entertainment discounts Education Discounts: National University, Grand Canyon University, Waldorf University |