



SAFETY FIRE

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
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: \$2,700 Dependent FSA annual max: \$5,000		

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Long Term Disability	Administered through the California Association of Professional Firefighters
Retirement Plan (CalPERS Defined Benefit Plan)	Employee and Employer share the cost Tier 1 Classic: 3% @ 50 Employee contribution rate = 12% 1 Year Average Tier 2 Classic: 2% @ 50 Employee contribution rate = 12% 3 Year Average Tier 3 PEPR: 2.7% @ 57 Employee contribution rate = 13% 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
Holidays	11.5 credited per month
Sick Leave Accrual	12 hours per month No maximum accrual
Annual Vacation Accrual	Years of Service 1 to 5 120 hours 6 to 10 168 hours 11 to 15 216 hours 16 to 20 264 hours 21+ 312 hours
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 and Waldorf University