



## MAINTENANCE & OPERATIONS

### 2021 BENEFIT SUMMARY

Benefit/Provider	Monthly Contributions		
	Coverage Level	City Pays	Employee Pays
Kaiser HMO	Employee Only	\$467.94	\$102.56
	Employee + 1	\$935.86	\$205.14
	Family	\$1,321.56	\$292.96
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	\$386.40	\$81.10
	Employee + 1	\$772.80	\$162.20
	Family	\$1,091.04	\$231.94
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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Benefit/Provider	Description															
Short Term Disability (The Hartford)	Employee pays .715% of salary															
Long Term Disability (The Hartford)	Employee pays .50% of salary															
Retirement Plan (CalPERS Defined Benefit Plan)	<p>Employee and Employer share the cost</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">Tier 1 Classic: 3% @ 60</td> <td style="width: 33%;">Employee contribution rate = 11%</td> <td style="width: 33%; text-align: right;">1 Year Average</td> </tr> <tr> <td>Tier 2 Classic: 2% @ 60</td> <td>Employee contribution rate = 10%</td> <td style="text-align: right;">3 Year Average</td> </tr> <tr> <td>Tier 3 PEPR: 2% @ 62</td> <td>Employee contribution rate = 7%</td> <td style="text-align: right;">3 Year Average</td> </tr> </table>	Tier 1 Classic: 3% @ 60	Employee contribution rate = 11%	1 Year Average	Tier 2 Classic: 2% @ 60	Employee contribution rate = 10%	3 Year Average	Tier 3 PEPR: 2% @ 62	Employee contribution rate = 7%	3 Year Average						
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Tier 3 PEPR: 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															
Holidays	10 per year															
Sick Leave Accrual	9 hours per month, no maximum accrual															
Annual Vacation Accrual	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">Years of Service</td> <td style="width: 33%;">Accrual</td> <td style="width: 33%;"></td> </tr> <tr> <td>1 to 5</td> <td>96 hours</td> <td></td> </tr> <tr> <td>6 to 10</td> <td>136 hours</td> <td></td> </tr> <tr> <td>11 to 15</td> <td>176 hours</td> <td></td> </tr> <tr> <td>16 to 20</td> <td>216 hours</td> <td></td> </tr> </table> <p>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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Work-Life Benefits	<p>Employee Assistance Program (EAP) – counseling services</p> <p>The Hartford – Travel Assistance &amp; Identity Theft Program</p> <p>529 College Savings Plan</p>															
Tuition Reimbursement	<p>Up to \$1,500 per fiscal year per employee (a maximum of \$8,000 will be allotted for Bargaining Unit)</p> <p>See MOU for details</p>															
Employee Discounts	<p>Gym Membership</p> <p>Dell Computers</p> <p>Apple Products</p> <p>AT&amp;T, Sprint and Verizon Cellphones</p> <p>Working Advantage Program – entertainment discounts</p> <p>Fun Express – entertainment discounts</p> <p>Education Discounts: National University, Grand Canyon University and Waldorf University</p>															