

EXECUTIVE MANAGEMENT

2024 BENEFIT SUMMARY

Benefit/Provider	Monthly Contributions		
	Coverage Level	City Pays	Employee Pays
Kaiser HMO	Employee Only	\$529.16	\$108.26
	Employee + 1	\$1,058.34	\$216.50
	Family	\$1,494.46	\$309.40
Kaiser HDHP w/HSA <small>Note: The City will contribute to an employee's HSA: \$800 for Employee Only coverage; \$1,600 for Employee + 1 or Family coverage</small>	Employee Only	\$435.46	\$78.72
	Employee + 1	\$870.90	\$157.46
	Family	\$1,229.46	\$225.64
Delta Preferred PPO	Employee Only	\$37.34	\$0.00
	Employee + 1	\$36.02	\$37.44
	Family	\$33.24	\$92.72
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
Critical Illness (The Hartford)	Employee Only	n/a	Rates vary based on age and coverage-See Benefits
	Employee + Spouse	n/a	
	One Parent Family	n/a	
	Two Parent Family	n/a	
Accident –Low Plan (The Hartford)	Employee Only	n/a	\$5.20
	Employee + Spouse	n/a	\$8.18
	Employee + Children	n/a	\$8.55
	Two Parent Family	n/a	\$13.51
Accident – High Plan (The Hartford)	Employee Only	n/a	\$8.09
	Employee + Spouse	n/a	\$12.74
	Employee + Children	n/a	\$13.46
	Two Parent Family	n/a	\$21.19
Hospital Indemnity Plan (The Hartford)	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: ½ base annual earnings + \$25,000 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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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)	Employee and Employer share the cost Tier 1 Classic: 3% @ 60 Employee contribution rate = 8% Single Highest Year Tier 2 Classic: 2% @ 60 Employee contribution rate = 7% 3 Year Highest Avg Tier 3 PEPR: 2% @ 62 Employee contribution rate = 7.75% 3 Year Highest Avg										
401 (k), 457 and Payroll Roth IRA Plans (MissionSquare Retirement)	Employee contributions to plans are optional										
Cafeteria Plan Benefit	4% of monthly salary + \$125 (divided into the first two paychecks of each month)										
Health Insurance Waiver Rebate	\$75 per month for waiving at least one level of health insurance										
Holidays	10 per year										
Auto Allowance	Selected Executive Management positions receive \$375 - \$450 per month										
Management Leave	4 – 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 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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1 to 5	96 hours										
6 to 10	136 hours										
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16 to 20	216 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, T-Mobile and Verizon Cellphones Working Advantage Program – entertainment discounts Fun Express – entertainment discounts Education Discounts: National University, Grand Canyon University and Waldorf University										