

SAFETY FIRE

2023 BENEFIT SUMMARY

Benefit/Provider		Monthly Contributions	
	Coverage Level	City Pays	Employee Pays
Kaiser HMO	Employee Only	\$525.96	\$105.06
	Employee + 1	\$1,051.92	\$210.10
	Family	\$1,485.40	\$300.34
Kaiser HDHP w/HSA Note: The City will contribute to an employee's HSA: \$750 for Employee Only coverage; \$1,500 for Employee + 1 or Family coverage	Employee Only	\$434.66	\$77.92
	Employee + 1	\$869.28	\$155.84
	Family	\$1,227.14	\$223.32
Delta Preferred PPO	Employee Only	\$39.30	\$0.00
	Employee + 1	\$37.94	\$39.38
	Family	\$36.54	\$96.04
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 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	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: \$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: \$2,850 Dependent FSA annual max: \$5,000		

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Benefit/Provider	Description
California Firefighters Benefit Trust	Mandatory Employee Contribution: \$100 per month
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 (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 in Lieu	11.5 credited on a monthly basis
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, T-Mobile and Verizon Cellphones Working Advantage Program – entertainment discounts Fun Express – entertainment discounts Education Discounts: National University, Grand Canyon University and Waldorf University

NON-SAFETY FIRE

2023 BENEFIT SUMMARY

Benefit/Provider		Monthly Contributions	
	Coverage Level	City Pays	Employee Pays
Kaiser HMO	Employee Only	\$525.96	\$105.06
	Employee + 1	\$1,051.92	\$210.10
	Family	\$1,485.40	\$300.34
Kaiser HDHP w/HSA Note: The City will contribute to an employee's HSA: \$750 for Employee Only coverage; \$1,500 for Employee + 1 or Family coverage	Employee Only	\$434.66	\$77.92
	Employee + 1	\$869.28	\$155.84
	Family	\$1,227.14	\$223.32
Delta Preferred PPO	Employee Only	\$39.30	\$0.00
	Employee + 1	\$37.94	\$39.38
	Family	\$36.54	\$96.04
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 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	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: \$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: \$2,850 Dependent FSA annual max: \$5,000		

NON-SAFETY FIRE

2023 BENEFIT SUMMARY

Benefit/Provider	Description
Short Term Disability	Provider: The Hartford Employee pays .715% of salary
Long Term Disability	Provider 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% 1 Year Average Tier 2 Classic: 2% @ 60 Employee contribution rate = 7% 3 Year Average Tier 3 PEPR: 2% @ 62 Employee contribution rate = 7% 3 Year Average
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 in Lieu	124 hours credited on a monthly basis
Sick Leave Accrual	9 hours per month, no maximum accrual
Annual Vacation Accrual	Years of Service 1 to 5 5 shifts - 120 hours 6 to 10 7 shifts - 168 hours 11 to 15 9 shifts - 216 hours 16 to 20 11 shifts - 264 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