

# UNCLASSIFIED MANAGEMENT

## 2026 BENEFIT SUMMARY

Benefit/Provider		Monthly Contributions	
	Coverage Level	City Pays	Employee Pays
Kaiser HMO	Employee Only	\$575.34	\$154.42
	Employee + 1	\$1,150.68	\$308.82
	Family	\$1,625.14	\$440.06
Kaiser HDHP w/HSA Note: The City will contribute to an employee's HSA: \$850 for Employee Only coverage; \$1,700 for Employee + 1 or Family coverage	Employee Only	\$472.72	\$115.98
	Employee + 1	\$945.40	\$231.96
	Family	\$1,334.90	\$331.08
Delta Preferred PPO	Employee Only	\$39.34	\$2.00
	Employee + 1	\$38.01	\$39.44
	Family	\$35.23	\$94.72
DeltaCare DMO	Employee Only	\$22.16	\$0.64
	Employee + 1	\$22.16	\$18.70
	Family	\$22.16	\$38.34
Anthem Blue View Vision	Employee Only	n/a	\$5.44
	Employee + 1	n/a	\$9.74
	Family	n/a	\$16.14
Anthem Blue View Vision Buy Up	Employee Only	n/a	\$6.84
	Employee + 1	n/a	\$12.24
	Family	n/a	\$20.28
Critical Illness Plan (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	\$12.92
	Employee + Spouse	n/a	\$31.31
	One Parent Family	n/a	\$27.02
	Two Parent Family	n/a	\$47.74
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 age and coverage
Group Life Insurance (The Hartford)	Basic Life and AD&D: ½ of salary + \$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 money Annual minimum (both FSAs): \$240 Medical FSA annual max: \$3,300 Dependent FSA annual max: \$5,000		

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Short Term Disability (The Hartford)	Employee pays .61% of salary															
Long Term Disability (The Hartford)	Employee pays .31% 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 PEPRA: 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 + \$100 (divided into the first two paychecks of each month)															
Health Insurance Waiver Rebate	\$75 per month for waiving a level of health coverage \$200 per month for waiving health coverage completely															
Holidays	10 per year 3 Floating Holidays each July (27 hours)* *Only granted to employees who are actively employed on July 1 <sup>st</sup> Hours do not carry over to next fiscal year															
Management Leave	4 – 15 days annually, depending on position Hours are deposited on July 1st, and they do not carry over															
Sick Leave Accrual	4.15 hours per pay period, no maximum accrual															
Bereavement Leave	27 city-paid hours per fiscal year Hours do not carry over to next fiscal year															
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> <th style="text-align: left;">Maximum Accrual</th> </tr> </thead> <tbody> <tr> <td>First 5 years</td> <td>100 hours</td> <td>372 hours</td> </tr> <tr> <td>5 to 10</td> <td>140 hours</td> <td>492 hours</td> </tr> <tr> <td>10 to 15</td> <td>180 hours</td> <td>612 hours</td> </tr> <tr> <td>15 +</td> <td>220 hours</td> <td>732 hours</td> </tr> </tbody> </table> Plus, an additional 24 hours credited each July 1	Years of Service	Accrual	Maximum Accrual	First 5 years	100 hours	372 hours	5 to 10	140 hours	492 hours	10 to 15	180 hours	612 hours	15 +	220 hours	732 hours
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First 5 years	100 hours	372 hours														
5 to 10	140 hours	492 hours														
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15 +	220 hours	732 hours														
Work-Life Benefits	Employee Assistance Program (EAP) – Counseling Services The Hartford– Travel Assistance & Identity Theft Program 529 College Savings Plan															
Tuition Reimbursement	Up to \$2,500 per fiscal year per employee (a maximum of \$8,000 shared with EXE)															
Employee Discounts	Gym Membership Dell Computers Apple Products Cellphone Discounts Working Advantage Program – entertainment discounts Fun Express – entertainment discounts Education Discounts: National University, Grand Canyon University, Azusa Pacific and Waldorf University															