

CITY COUNCIL

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
Group Life Insurance (The Hartford)	Basic Life and AD&D: \$50,000 Dependent Life: \$1,000	City pays full cost	No cost to employee

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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
Health Insurance Waiver Rebate	\$75 per month for waiving a level of health coverage \$200 per month for waiving health coverage completely
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 Cellphone discounts Working Advantage Program – entertainment discounts Fun Express – entertainment discounts Education Discounts: National University, Grand Canyon University, Waldorf University