

BENEFITS-AT-A-GLANCE
2025

BENEFIT	DIRECTORS
CAFETERIA ALLOWANCE	\$575.00/Month
VISION	City Pays up to \$20.00/month Premium is \$22.81/month \$2.81 Employee + family/month
DENTAL	Employee Pays \$30.33/mth employee only \$56.00/mth employee + one \$70.00/mth employee + 2 or more
HEALTH INSURANCE PERS GOLD 80% - 20%	Employee Pays \$253.43/mth employee only \$506.85/mth employee + one \$658.91/mth employee + 2 or more
HEALTH INSURANCE PERS PLATINUM 90% - 10%	Employee Pays \$715.83/mth employee only \$1,431.65/mth employee + one \$1,861.15/mth employee + 2 or more
HEALTH INSURANCE ANTHEM BLUE CROSS HMO TRADITIONAL	Employee Pays \$740.13/mth employee only \$1,480.25/mth employee + one \$1,924.33/mth employee + 2 or more
HEALTH INSURANCE ANTHEM BLUE SHIELD HMO TRIO	Employee Pays \$374.52/mth employee only \$749.03/mth employee + one \$973.74/mth employee + 2 or more
HEALTH INSURANCE ANTHEM BLUE CROSS HMO SELECT	Employee Pays \$496.38/mth employee only \$992.75 /mth employee + one \$1,290.58mth employee + 2 or more
HEALTH INSURANCE BLUE SHIELD ACCESS + HMO	Employee Pays \$409.90/mth employee only \$819.79/mth employee + one \$1,065.73/mth employee + 2 or more
KAISER	Employee Pays \$352.63/mth employee only \$705.25/mth employee + one \$916.83/mth employee + 2 or more
PORAC – POLICE CHIEF ONLY	Employee Pays \$214.73/mth employee only \$697.45/mth employee + one \$800.29/mth employee + 2 or more
LONG TERM DISABILITY	City Pays
LIFE INSURANCE	City Pays, Coverage \$50,000
ADDITIONAL LIFE	Employee Pays \$9.30/mth for \$15,000 additional \$21.70/mth for \$35,000 additional
RETIREMENT – DIFFERED COMPENSATION PLANS	Mission Square & Nationwide – Employee contribution only
MEDICAL REIMBURSEMENT	Maximum annual limit \$2160.00
DEPENDENT CARE	Maximum annual limit \$5000.00
HOLIDAYS	Martin Luther King, Presidents, Memorial, Juneteenth, Independence Day, Labor Day, Veterans Day, Thanksgiving & Friday. All weekdays including & between Dec. 24 th & Jan.1 st .
ADMINISTRATIVE LEAVE	Receive 200 hours first pay period in July. May cash-out up to 100hrs per fiscal year
PERSONAL LEAVE	Years 1-5: 10 days, Years 6-15: 15 days, Years 16+: 20 days + 12 days of sick/per yr May cash out up to 80hours per fiscal year
EDUCATION INCENTIVE	City will pay the tuition cost for education programs in which a Director participates, subject to the prior approval of the City Manager, provided the training is determined to be relevant to the Directors job. The annual aggregate cost for tuition shall not exceed \$2,000.00
PERS RETIREMENT	Sworn: Classic: 3% @50 Employee contributes 9.00% Employer Contributes 27.11% PEPRA:2.7% @57 Employee contributes 13.75% Employer Contributes 13.54% Non-Sworn:

	Classic:2% @ 55, Employee contributes 7.00% Employer Contributes 12.47% PEPRA: 2% @62, Employee contributes 7.75% Employer Contributes 7.68%
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Updated: 1/1/2025