

BENEFITS-AT-A-GLANCE
2025

BENEFIT	POA
VISION	City Pays up to \$15.00/month Premium is \$22.81/month \$7.81/mth Employee & family
DENTAL	Employee Pays \$0.00/mth employee only \$6.00/mth employee + one \$10.00/mth employee + 2 or more
HEALTH INSURANCE PERS GOLD 80% - 20%	Employee Pays \$213.70/mth employee only \$677.40/mth employee + one \$985.62/mth employee + 2 or more
HEALTH INSURANCE PERS PLATINUM 90% - 10%	Employee Pays \$676.10/mth employee only \$1,602.20/mth employee + one \$2,187.86/mth employee + 2 or more
HEALTH INSURANCE ANTHEM BLUE CROSS HMO TRADITIONAL	Employee Pays \$700.40/mth employee only \$1,650.80/mth employee + one \$2,251.04/mth employee + 2 or more
HEALTH INSURANCE ANTHEM BLUE SHIELD HMO TRIO	Employee Pays \$334.79/mth employee only \$919.58/mth employee + one \$1,300.45/mth employee + 2 or more
HEALTH INSURANCE ANTHEM BLUE CROSS HMO SELECT	Employee Pays \$456.65/mth employee only \$1,163.30/mth employee + one \$1,392.44/mth employee + 2 or more
HEALTH INSURANCE BLUE SHIELD ACCESS + HMO	Employee Pays \$370.17/mth employee only \$990.34/mth employee + one \$1,392.44/mth employee + 2 or more
KAISER	Employee Pays \$312.90/mth employee only \$875.80/mth employee + one \$1,243.54/mth employee + 2 or more
PORAC	Employee Pays \$175.00/mth employee only \$868.00/mth employee + one \$1,127.00/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 100 hours first pay period in July. May cash-out up to 80hrs per fiscal year
VACATION LEAVE	Vacation: Years 1-5: 10 days, Years 6-15: 15 days, Years 16+: 20 days
SICK LEAVE	Sick: 12days per year
UNIFORM PAY	\$600 Annually to Sworn management paid out bi-weekly
2.5% INCENTIVE EDUCATION PAY <i>MAY COMBINE THE TWO (2) BUT MAY NOT RECEIVE MORE THAN 7.5%</i>	Certificates: Fire Cert, Chief officer Cert, Executive officer Cert, Police - Intermediate POST, Chief Officer, Advanced POST, Supervisory POST Education: Associate, Bachelor, Master
PERS RETIREMENT	Classic: 2% @ 55, Employee contributes 9.00% Employer Contributes 27.32% PEPRA: 2% @62, Employee contributes 13.75% Employer Contributes 13.76%