

BENEFITS-AT-A-GLANCE
2025

BENEFIT	MPFFA
CAFETERIA ALLOWANCE	\$541.00/Month
VISION	City Pays 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
LONG TERM DISABILITY	City Pays
LIFE INSURANCE	City Pays, Coverage \$30,000
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	168hrs of holiday each fiscal year. Holiday pay premiums will be converted into regular pay via an enhancement to bas pay of between 5.769% - 6.635% paid each pay period. (Range depends on incentives receiving)
VACATION LEAVE	Vacation: Years 1-5: 10 days, Years 6-15: 15 days, Years 16+: 20 days
SICK LEAVE	162hrs/year
UNIFORM PAY	\$600.00 Annually.
CERTIFICATE INCENTIVE PAY @ 2.5% EA	Fire Certificate, State Firefighter II Cert, State Fire Officer Cert, State Chief Officer Cert.
OR	
EDUCATION INCENTIVE PAY @ 2.5% EA	Associates Degree, Bachelors Degree, Masters Degree
PERS RETIREMENT	Classic Member: 2% @ 55, Employee contributes 9.00% Employer Contributes 27.32% PEPRA Member: 2% @62, Employee contributes 13.75% Employer Contributes 13.76%