

MAINTENANCE & OPERATIONS

2026 BENEFIT SUMMARY

Benefit/Provider	Monthly Contributions		
	Coverage Level	City Pays	Employee Pays
Kaiser HMO	Employee Only	\$547.58	\$182.18
	Employee + 1	\$1,095.14	\$364.36
	Family	\$1,546.92	\$518.28
Kaiser HDHP w/HSA <small>Note: The City will contribute to an employee's HSA: \$850 for Employee Only coverage; \$1,700 for Employee + 1 or Family coverage</small>	Employee Only	\$447.04	\$141.66
	Employee + 1	\$894.02	\$283.34
	Family	\$1,262.56	\$403.42
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: \$50,000 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 = 11% Single Highest Year Tier 2 Classic: 2% @ 60 Employee contribution rate = 10% 3 Year Highest Avg Tier 3 PEPR: 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															
Holidays	10 per year 3 Floating Holidays each July (27 hours)* *Only granted to employees who are actively employed on July 1st Hours do not carry over to next fiscal year															
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;">Annual Accrual</th> <th style="text-align: left;">Maximum Accrual</th> </tr> </thead> <tbody> <tr> <td>First 5 years</td> <td>100 hours</td> <td>200 hours</td> </tr> <tr> <td>5 to 10</td> <td>140 hours</td> <td>280 hours</td> </tr> <tr> <td>10 to 15</td> <td>180 hours</td> <td>360 hours</td> </tr> <tr> <td>15+</td> <td>220 hours</td> <td>440 hours</td> </tr> </tbody> </table>	Years of Service	Annual Accrual	Maximum Accrual	First 5 years	100 hours	200 hours	5 to 10	140 hours	280 hours	10 to 15	180 hours	360 hours	15+	220 hours	440 hours
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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 allotted for Bargaining Unit)															
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 and Waldorf University															