

## EXECUTIVE MANAGEMENT

### 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 <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	\$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
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: ½ base annual earnings + \$25,000 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 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 = 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															
Cafeteria Plan Benefit	4% of monthly salary + \$125 (divided into the first two paychecks of each month)															
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															
Auto Allowance	Selected Executive Management positions receive \$375 - \$450 per month															
Management Leave	4 – 15 days annually, depending on position															
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>372 hours</td> </tr> <tr> <td>5 to 10</td> <td>140 hours</td> <td>492 hours</td> </tr> <tr> <td>10 to 15</td> <td>180 hours</td> <td>612 hours</td> </tr> <tr> <td>15+</td> <td>220 hours</td> <td>732 hours</td> </tr> </tbody> </table> <p>Plus, an additional 24 hours credited each July 1</p>	Years of Service	Annual Accrual	Maximum Accrual	First 5 years	100 hours	372 hours	5 to 10	140 hours	492 hours	10 to 15	180 hours	612 hours	15+	220 hours	732 hours
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First 5 years	100 hours	372 hours														
5 to 10	140 hours	492 hours														
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15+	220 hours	732 hours														
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 shared with MGT)															
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															