

Employee Benefits Summary

For Full-Time Employees - Effective January 1, 2026

CAFETERIA PLAN OFFERINGS

The City provides full-time employees with a generous **Health Benefit Allotment** that can be used towards health, dental, vision, and additional supplemental insurance premiums. The current amounts are as follows:

Employee Only: \$1,339 Employee +1: \$1,785.82 Employee + Family: \$1,919.14 Cash-in-Lieu: \$450.30

City Council recently approved to reallocate any unused funds to Employee +1 and Employee +Family tiers to help cover the cost of premiums. Employee +1 receives an additional \$125 per month and Employee +Family receives an additional \$500 per month.

CALPERS HEALTH & RETIREMENT

CalPERS: (888) 225-7377

www.calpers.ca.gov



The City offers a defined benefit retirement plan through CalPERS. Your retirement benefit is calculated using your age, total service credit, and final compensation at retirement. The City pays the full contribution for Classic members. PEPR membership is funded through employee/employer contributions and investment earnings. Retirement formulas will vary.

Classic - 2.7% @ 55 - Hired before 1/1/13

PEPRA - 2.0% @ 62 - Hired on or after 1/1/13

CalPERS offers a variety of health plans, including 8 HMO and 2 PPO options. The City contributes \$162 per month for medical premiums in addition to the Health Benefit Allotment, as outlined in PEMHCA.

| Plan - Region 3 | Employee Only | Employee +1 | Employee + Family |
|--|---------------|-------------|-------------------|
| Anthem Blue Cross Select HMO | \$962.68 | \$1,925.36 | \$2,502.97 |
| Anthem Blue Cross Traditional HMO | \$1,128.53 | \$2,257.06 | \$2,934.18 |
| Blue Shield Access+ HMO | \$917.91 | \$1,835.82 | \$2,386.57 |
| Blue Shield Trio HMO | \$852.56 | \$1,705.12 | \$2,216.66 |
| Health Net Salud y Más | \$740.11 | \$1,480.22 | \$1,924.29 |
| Kaiser Permanente | \$969.05 | \$1,938.10 | \$2,519.53 |
| PERS Gold - PPO | \$960.03 | \$1,920.06 | \$2,496.08 |
| PERS Platinum - PPO | \$1,431.81 | \$2,863.62 | \$3,722.71 |
| UnitedHealthcare Alliance | \$870.76 | \$1,741.52 | \$2,263.98 |
| UnitedHealthcare Harmony | \$765.51 | \$1,531.02 | \$1,990.33 |

DENTAL

Ameritas DPPO

Employee Only \$ 57.44

Employee & Spouse \$ 117.48

Employee & Child(ren) \$ 142.52

Employee, Spouse & Children \$ 202.36

VISION

Vision Service Plan (VSP)

Employee Only \$ 7.32

Employee & One Dependent \$ 13.52

Employee, Spouse & Children \$ 20.84

HOLIDAYS

- New Year's Day (January 1)
- Martin Luther King Jr. Day
- Presidents' Day
- Memorial Day
- Independence Day (July 4)+
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving Day
- Each working day of the last calendar week of each calendar year, commencing December 24 and ending December 31

+Only if the holiday lands on a regularly scheduled workday.

++Additional holidays are observed for those working a 5/8 work schedule

*The additional amount for medical, dental and vision is only available if the first Health Allotment does not cover the full cost of medical, dental and vision.

CAL Time

| Months of Continuous Employment | CAL Time Hours (Annually) | Biweekly Accrual Rate (hours per pay period) | Maximum Accumulation (hours) |
|---------------------------------|---------------------------|--|------------------------------|
| 0 - 60 | 176 | 6.77 | 480 |
| 61 - 120 | 216 | 8.31 | 480 |
| 121+ | 256 | 9.85 | 480 |

SICK

40 hours or 5 days, whichever is more, of sick leave provided per year for part-time employees.

Questions?

Contact Human Resources
(951) 677-7751 ext. 10
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