



# Your BENEFIT PROGRAM



## Non-Sworn Police

BENEFIT	PROVIDER NAME	MONTHLY COSTS	
<b>Health Insurance</b>	Kaiser HMO	<u>Employee Pays:</u>	
		Employee Only \$13.38	
		Employee + One Family \$40.12	
	Anthem BlueCross HMO	Employee Only \$81.84	
		Employee + One Family \$303.22	
		Employee Only \$110.36	
	Anthem BlueCross HDHP	Employee + One Family \$381.36	
		<b>Dental Insurance</b>	
		Delta Dental DPO	<u>Employee Pays:</u>
Employee Only \$0.00			
Employee + One Family \$102.88			
Delta Dental DMO	Employee Only \$0.00		
	Employee + One Family \$34.42		
	<b>Vision (Voluntary Plan)</b>		
United Healthcare Vision	Employee Only \$8.66		
	Employee + One Family \$25.72		
	<b>Cancer Expense Plan (Voluntary Plan)</b>		
AFLAC	Employee Only \$20.40		
	One Adult Family \$23.80		
	Two Adult Family \$33.20		
<b>Legal Plan (Voluntary Plan)</b>			
ARAG	Plan Membership \$18.50		
<b>Supplemental Life (Voluntary Plan)</b>			
Prudential Financial	Employee may purchase age-rated coverage for self, spouse, and children		
<b>Group Life Insurance</b>			
Prudential Financial	All fully paid by City of Escondido		
<ul style="list-style-type: none"> <li>■ \$50,000 Basic Life</li> <li>■ \$50,000 AD &amp; D</li> <li>■ \$1,000 Dependent Life</li> </ul>			
<b>Short Term Disability</b>			
Prudential Financial	Employee pays 0.555% of salary		
<b>Long Term Disability</b>			
Prudential Financial	Employee pays 0.630% of salary		
<b>Section 125</b>			
<ul style="list-style-type: none"> <li>■ Pretax Premiums &amp; Medical &amp; Dependent Care Flexible Spending Accounts</li> </ul>		TRI-AD Employee may set aside tax-free FSA \$\$ Annual Minimum \$240 - both accounts Annual Maximum \$2,500 - Medical FSA Annual Maximum \$5,000 - Dependent FSA	
<b>Retirement Plan (Defined Benefit Plan)</b>			
CalPERS	Employee pays 1% of salary Employer pays 7% of salary and an additional variable rate into plan.		
<b>401(k) &amp; 457 Deferred Compensation Plans</b>			
ICMA-RC	City contributes \$75 to 401(k) plan Employee contributions to plans are optional		

## Additional Miscellaneous Benefits

- Health Insurance Rebate of \$75 per month for waiving at least one level of health coverage (any plan).
- Holidays—10 per year.
- Sick Leave Accrual—9 hours per month with no maximum accrual.
- Annual Vacation Accrual—

Years of Service	
1 to 5	96 hours
6 to 10	136 hours
11 to 15	176 hours
16 to 20	216 hours

Plus an additional 4 hours credited each October.

### ■ Work-Life Benefits

- Employee Assistance Program—Counseling Services
- LifeCare—Life Event Management Services—Suspended
- AXA—Travel Assistance Program
- Caregiver's Reimbursement Program—Suspended
- Simple Cents Incentive Program—Suspended
- Lactation Program—Suspended
- 529 College Savings Plan

### ■ Tuition Reimbursement and Tuition Loan Programs—Suspended

### ■ Computer Purchase Loan Program—Suspended

### ■ Employee Discounts

- Gym Membership
- Dell Computers
- Apple products
- AT&T, Nextel and Verizon Cell Phones
- Working Advantage Program—entertainment discounts

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