

Employer Insurance Contributions/Benefits*
As of January 1, 2021

*most figures are monthly

	POA	CASA	SEIU	SAMA	PMA/EM
Medical (max.contrib.)	\$1419.00/member regardless of cost or if coverage is waived. Administered by POA.	\$754.00 for EE only. \$1,407.00 for EE +1. \$1,800.00 for EE 2+. PTCS receives 75%	\$754.00 for EE only. \$1,407.00 for EE +1. \$1,800.00 for EE 2+. PTCS receives 75%	\$754.00 for EE only. \$1407.00 for EE +1. \$1,800.00 for EE 2+. SAMA PTCS receives 75%	PMA \$654.00 for EE only. \$1,307.00 for EE +1. \$1,700.00 for EE 2+. EMT \$754.00 for EE only. \$1,407.00 for EE +1. \$1,800.00 for EE 2+.
Dental	\$90/member regardless of cost or if coverage is waived. Administered by POA.	Cost of coverage up to \$105/month. PTCS receives 75%	Cost of coverage up to \$105/month. PTCS receives 75%	Cost of coverage up to \$125/month. SAMA PTCS receives 75%	100% EE coverage. PMA-Family Cost of coverage up to \$110/month. EMT - Family Cost up to \$125/month.
Eye Med	Available for purchase at EE's expense.	Available for purchase at EE's expense.	Available for purchase at EE's expense.	Available for purchase at EE's expense.	Available for purchase at EE's expense.
Life/AD&D	.122/\$1k of coverage. \$30k/EE provided by City.	.122/\$1k of coverage. \$50k/EE provided by City. PTCS City pays 75% of allowance	.122/\$1k of coverage. \$50k/EE provided by City. PTCS receives \$30k plan paid 100% by EE.	.122/\$1k of coverage. AM/MM: 2X Salary to \$300k PTCS City pays 75% of premium.	PMA: 2X Salary to \$300k EM: 3X Salary to \$300k, CM: \$500k Provided by City.
LTD	\$66/member regardless of cost. Administered by POA.	2/3 up to a max of \$7,500/mo, after 60 days. City pays 100% of premium cost. PTCS City pays 75% of premium	FT- 2/3 up to a max of \$5,000/mo, after 60 days. City pays 100% of premium cost. PTCS EE pays 100% of premium on plans.	2/3 up to a max of \$10,000/mo, after 60 days. City pays 100% of premium cost. PTCS City pays 75% of premium.	PMA: 2/3 up to max of \$7,500/mo, after 60 days. City pays 100% of premium cost. EMT/CM 2/3 up to a max of \$10k/mo. after 60 days, City pays 100%
Suppl Life/AD&D	Available for purchase at EE's expense.	Available for purchase at EE's expense.	Available for purchase at EE's expense.	Available for purchase at EE's expense.	Available for purchase at EE's expense.
Option to Cash-out Med Insurance	No - If member opts out of POA Membership the employee is provided an allowance equal to member allowance noted above (no cashback waiver)	Yes. Cashback of 50% of lowest EE only coverage for medical insurance only (\$229.33). PTCS Designated receive 75% value provided to FT CASA employees (\$172.00)	Yes. Cashback of 50% of lowest EE only coverage for medical insurance only (\$229.33). PTCS Designated receive 75% value provided to FT CASA employees (\$172.00)	Yes. Cashback of 100% of EE only coverage (\$754.00) + City's dental contribution (\$125). Difference in allowance and premium under allowance amount is received in cash for each qualified level. SAMA PTCS Receives 75%	Yes. PMA Cashback is \$458.66. Difference in Allowance and Premium is cashed. EM Cashback is \$754.00. PMA Dental Cashback is \$110. EM Dental Cashback is \$125. EM/PMA Diff in Allowance and Premium for Health and Dental is received in cash.

Retiree Medical Subsidy/RHS	2% EE Contribution 2% City Contribution every October Paid to POA Medical Trust	1.25% EE contribution towards RHS Plan.	1.50% EE contribution towards RHS Plan.	1.25% EE contribution towards RHS Plan. 1% City contribution towards RHS plan.	PMA .5% EE contribution & 4.0% City contribution towards RHS Plan. EM contributes 1.25%, CM 1.25%. EM&CM City Contribution 1%.
CalPERS Benefit	<u>3% at 50 for Safety (sworn)</u> (9% City paid EPMC; 12% EE cost sharing; 2.7% @ 57 PEPRA 13% EE contribution for "new member" hired after 1/1/13 and no EPMC) <u>2.7% at 55 for Misc. (non-sworn)</u> (8% City paid EPMC; 8% EE contribution; 2% @ 62 PEPRA new 6.5% EE contribution for "new member" hired after 1/1/13 and no EPMC)	2.7% at 55 for Misc. (8% City paid EPMC; 8% EE cost sharing; 2% @ 62 PEPRA 6.5% for "new member" hired after 1/1/13 and no EPMC)	2.7% at 55 for Misc. (8% City paid EPMC; 8% EE cost sharing; 2% @ 62 PEPRA 6.5% for "new member" hired after 1/1/13 and no EPMC)	<u>3% at 50 for Safety (sworn) SEE PMA</u> <u>2.7% at 55 for Misc. (non-sworn)</u> (8% City paid EPMC; 8% EE cost sharing; 2% @ 62 PEPRA new 6.5% EE contribution for "new member" hired after 1/1/13 and no EPMC)	<u>3% at 50 for Safety (sworn)</u> (9% City paid EPMC; PMA: 16% EE cost sharing, EMT 9% EE cost sharing; 2.7% @ 57 PEPRA new PMA: 13% EE Contribution, 4% Cost Sharing, EMT 13% EE contribution for "new member" hired after 1/1/13 and no EPMC)Min. age 50. <u>2.7% at 55 for Misc. (non-sworn)</u> (8% City paid EPMC; 8% EE contribution; 2% @ 62 PEPRA new 6.5% EE contribution for "new member" hired after 1/1/13 and no EPMC)Min. age 52 PEPRA
Tuition Reimbursement Max Per Fiscal Year	Max \$1500/Fiscal Year (cap on units per qtr/semester)	Max \$3500/Fiscal Year *CASA PTCS 75% of FT allowance (no limit on units)	Max \$2500/Fiscal Year *SEIU PTCS 75% of FT allowance	Max \$3000/Fiscal Year (no limit on units)	PMA - \$2000/FY EMT - \$3500/FY (No limit on units)
City Paid Holidays	11 Holidays/96 hours + 1 Floater donated back to City towards POA President's Pay	11 Holidays + 2 Floater based on hours scheduled to work *CASA PTCS 75% of FT allowance	11 Holidays + 1 Floater based on hours scheduled to work	11 Holidays + 1 Floater based on hours scheduled to work	PMA - 11 Holidays/96 hours + one 8 hour Floater EMT - 11 Holidays + 2 Floaters based on hours scheduled to work
Vacation	80 hours up to 200 hours per year based on years of completion	80 hours up to 200 hours per year based on years of completion *CASA PTCS 75% of FT allowance	80 hours up to 200 hours per year based on years of completion *SEIU PTCS 75% of FT allowance	120 hours up to 200 hours per year based on years of completion	120 hours up to 200 hours per year based on years of completion
Management Vacation	N/A	N/A	N/A	65 hours per year	100 hours per year
Technology Stipend Per Month/or City issued phone	N/A	N/A	N/A	\$100	\$75 PMA/ \$100 EMT

Wellness Incentive	N/A	N/A	N/A	\$300 per year with proof of receipt	EMT - \$300 per year with proof of receipt
Car Allowance Per Month	N/A	N/A	N/A	N/A	EMT - \$500/month