



**FULL TIME EMPLOYEES**

**MEDICAL PLANS**

*Effective January 2023*

*Eligible the first of the month following one complete month of employment*

Plan	Total Monthly Cost	City Cost	Employee Cost	Cost per Pay Period
<b>Kaiser HMO</b>				
Single	\$623.13	\$576.37	\$46.76	\$23.38
Two-Party	\$1,246.26	\$1,153.03	\$93.23	\$46.62
Family	\$1,763.47	\$1,630.93	\$132.54	\$66.27
<b>Blue Shield Access+ HMO</b>				
Single	\$821.59	\$746.90	\$74.69	\$37.35
Two-Party	\$1,646.58	\$1,501.68	\$144.90	\$72.45
Family	\$2,328.88	\$2,115.02	\$213.86	\$106.93
<b>Blue Shield Trio HMO</b>				
Single	\$669.68	\$631.14	\$38.54	\$19.27
Two-Party	\$1,342.13	\$1,269.69	\$72.44	\$36.22
Family	\$1,898.28	\$1,786.91	\$111.37	\$55.68
<b>Blue Shield Full PPO</b>				
Single	\$1,373.59	\$1,103.68	\$269.91	\$134.96
Two-Party	\$2,747.21	\$2,199.78	\$547.43	\$273.72
Family	\$3,887.31	\$3,097.49	\$789.82	\$394.91
<b>Blue Shield PPO Savings</b>				
Single	\$1,152.80	\$959.70	\$193.10	\$96.55
Two-Party	\$2,305.59	\$1,913.80	\$391.79	\$195.90
Family	\$3,262.42	\$2,694.57	\$567.85	\$283.93

**VISION COVERAGE: Included in Medical Plan**

	INITIAL EYE EXAM	FRAMES, LENSES, AND CONTACTS
<b>Kaiser HMO</b>	\$15.00 copay (annual)	After a \$59 fitting fee, up to \$150.00 retail allowance (every 24 months)
<b>Blue Shield Access+ HMO &amp; Blue Shield Trio HMO</b>	No charge (annual; must use a network provider)	No charge up to \$200 materials allowance every 12 months, plus discounted fees through EyeMed
<b>Blue Shield Full PPO</b>	In-Network: No charge (annual) Out-of-Network: 40% (no deductible) (annual)	No charge up to \$200 materials allowance every 12 months, plus discounted fees through EyeMed (In-Network)
<b>Blue Shield PPO Savings</b>	In-Network: No charge (annual) Out-of-Network: 30% (annual)	No charge up to \$200 materials allowance every 12 months, plus discounted fees through EyeMed (In-Network)



## FULL TIME EMPLOYEES

**Health Care Opt Out Plan:** A \$125 monthly taxable credit if employee is eligible and declines medical coverage. To qualify, employee must prove coverage by another group sponsored medical plan annually during Open Enrollment.

**Medicare:** Employees hired after March 31, 1986 pay 1.45% towards the Medicare plan. The City does not participate in Social Security.

### DENTAL PLANS

*Eligible the first of the month following six (6) complete months of employment*

Plan	Total Cost	City Cost	Employee Cost	Cost per Pay Period
<b>DeltaCare USA DHMO</b>				
Single	\$17.55	\$17.55	\$0.00	\$0.00
Two-Party	\$29.03	\$29.03	\$0.00	\$0.00
Family	\$42.90	\$42.90	\$0.00	\$0.00
<b>Delta Dental PPO</b>				
Single	\$58.65	\$24.99	\$33.66	\$16.83
Two-Party	\$99.71	\$38.89	\$60.82	\$30.41
Family	\$152.47	\$56.03	\$96.44	\$48.22

### 125 SALARY REDUCTION PLAN

**Health Care Flexible Spending Account:** Employee may set aside money before taxes to pay for health care expenses that are not reimbursed by a medical or dental plan.

**Dependent Care Flexible Spending Account:** Employee may set aside money before taxes to pay for dependent care such as children under 13 being cared for by others, care provided in full-time residential institution and other situations.

**Health Savings Account:** Employee may set aside money before taxes to pay for health care expenses during the current plan year or future plan years. Money remaining at the end of the year will roll over into the next year. Employee must be enrolled in the **Blue Shield PPO Savings plan** to participate in this salary reduction plan.



## FULL TIME EMPLOYEES

### LIFE INSURANCE

**Basic Life and AD&D:** Covers employee 24 hours a day on or off the job. Life insurance coverage may be purchased for spouse or dependent children under age 26 who reside in the USA or Canada. Accidental Death and Dismemberment pays only if employee's death is the result of an accident (coverage is twice the amount of basic life).

#### Full-time Employees Monthly Cost:

Amount of Coverage	Employee Cost		City Cost	
	Employee	W/Dependent	Employee	W/Dependent
\$50,000	\$1.75	\$2.16	\$1.75	\$2.16

#### Dependent Life Coverage:

Spouse	\$10,000
Child or Children	
Birth to 6 months	\$500
6 months to 21 years of age (25 if student)	\$10,000

**Management Life Insurance and AD&D:** Except for the City Manager, the amount of insurance provided is twice employee's annual salary minus the amount of Basic Life Insurance rounded up to the next higher \$50,000 level. City Manager's is three times his/her annual salary minus the amount of Basic Life Insurance rounded up to the next higher \$50,000 level. The City pays 100% for Administrative and Executive level management. The premium is split 50/50 for members of the Middle, Supervisory and Professional management groups.

**Supplemental Life Insurance (Age Rated):** 100% Employee-Paid; Cost based on Age- Banded group term life rates. Employee is eligible if enrolled in basic life and if applicable, management life. Employee can choose additional supplemental coverage in \$50,000 increments, from \$50,000 to \$700,000 (Administrative and Executive Management: up to a combined seven times earnings to a maximum of \$750,000. All other Employees: up to a combined seven times earnings to a maximum of \$600,000). Employees may also choose to cover their eligible spouse up to 50% of employees' supplemental coverage (cost based on employee's age). Refer to the Age Banded Chart below.

#### Age Banded Per Month per \$1,000 Coverage

Under 35	\$0.06
35 – 39	\$0.08
40 – 44	\$0.12
45 – 49	\$0.20
50 – 54	\$0.30
55 – 59	\$0.48
60 – 64	\$0.60
65 – 69	\$1.10
70 – 74	\$1.84
75 +	\$3.60

**Anaheim Police Association Life Insurance:** Administered by the Anaheim Police Association (APA). The City contributes \$20 per month for each eligible employee. Contact [Office@Anaheimpa.com](mailto:Office@Anaheimpa.com) for questions.



## FULL TIME EMPLOYEES

### TAX DEFERRED SAVINGS PLAN

**Retirement Health Savings Plan (RHS):** Employees will be enrolled in a Retiree Health Savings Plan funded by a City contribution and an employee contribution. This plan allows employees to save on a tax-free basis for medical expenses incurred in retirement. Participation and specific plan components are based upon unit of representation and hire date with the City. For further information please refer to bargaining unit labor contracts or to the Personnel Rules for Management and Confidential employees.

**Deferred Compensation (457) Plan:** Full time employees may participate (voluntarily) in the deferred compensation plan offered by the City. Maximum contributions are as defined by law.

**ScholarShare:** Employees may enroll in ScholarShare, a 529 tax-advantaged savings plan designed to help families save for college and a range of other qualified education expenses. ScholarShare 529 accounts can be opened with any amount, and contributions of any amount can be made by establishing a payroll direct deposit with the City.



## FULL TIME EMPLOYEES

### LEAVE PROVISIONS

**Sick Leave:** Employees accruing sick leave accrue at the rate of 3 hours per pay period (annual accrual rate of 78 hours per year). Payment is made each January to employees who have accumulated hours in excess of 175. Payment is made at the employee's base hourly rate of pay.

**Vacation:** Employees accruing vacation hours accrue at the rate of 4-9 hours per pay period, depending upon length of service. Employees are eligible for vacation leave upon completion of thirteen pay periods.

AMEA General, AMEA Clerical, IBEW, AFSCME Confidential, AFSCME General, AFSCME Prof/Tech, APMA, and Safety Employees with an average regular workweek of 40 hours		
Years of Service	Earning Rate	Maximum
First 4 years	4 hours/pay period - 106 hours per year or 13.25 days per year	212 hours
Completion of 4 years	5 hours/pay period - 130 hours or 16.25 days per year	260 hours
Completion of 8 years	6 hours/pay period - 156 hours or 19.5 days per year	312 hours
Completion of 14 years	7 hours/pay period - 182 hours or 22.75 days per year	364 hours
Completion of 19 years	8 hours/pay period - 208 hours or 26 days per year	416 hours
Completion of 24 years	9 hours/pay period - 234 hours per year	468 hours

**Paid Leave:** Employees accruing paid leave instead of vacation/sick leave accrue at the rate specified in the applicable bargaining unit labor contract or Personnel Rules for Management and Confidential employees.

Fire (Firefighter, Fire Engineer, and Fire Captain)- 56 hour suppression Fire Battalion Chief – 56 Hour Suppression		
Years of Service	Earning Rate	
First 4 years	10.75 hours/pay period – 279.5 hours (11.6458 shifts)	
Completion of 4 years	11.5 hours/pay period – 299.0 hours (12.4583 shifts)	
Completion of 8 years	13.0 hours/pay period – 338.0 hours (14.0833 shifts)	
Completion of 14 years	14.25 hours/pay period – 370.5 hours (15.4375 shifts)	
Completion of 19 years	15.75 hours/pay period – 409.5 hours (17.0625 shifts)	
<b>Each January, employee is paid for hours in excess of 350 (or 750 at employee's option)</b>		

Police (Police Officer, Police Sergeant, Bailiff, Corrections Officer, and Corrections Facility Supervisor)- Combines holiday, sick leave and vacation into one Paid Leave account		
Years of Service	Earning Rate	Maximum
First 4 years	10 hours/pay period - 262 hours per year	524 hours
Completion of 4 years	11 hours/pay period – 288 hours per year	576 hours
Completion of 8 years	12 hours/pay period – 314 hours per year	628 hours
Completion of 14 years	13 hours/pay period – 340 hours per year	680 hours
Completion of 20 years	14 hours/pay period – 366 hours per year	732 hours
Completion of 25 years	15 hours/pay period – 392 hours per year	784 hours

Employees may be eligible to be compensated in cash for accrued vacation or paid leave. Provisions vary as stated by applicable bargaining unit labor contracts or Personnel Rules for Non-Represented employee. All such vacation payments are made at the employee's base hourly rate of pay.



## FULL TIME EMPLOYEES

**Holidays:** Ten paid holidays per year.

- New Year's Day
- Martin Luther King's Birthday
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving
- Friday after Thanksgiving
- Christmas Day

**Note:** 56-Hour fire suppression employees receive additional compensation equivalent to 1/10<sup>th</sup> of their regular biweekly compensation for each holiday listed above plus February 12<sup>th</sup> (Lincoln's Birthday) and September 9<sup>th</sup> (Admission' Day) or have option to accumulate 11.2 hours per holiday. Under this option, any hours accrued will be paid off at employee's regular hourly rate as of the end of pay period including October 1<sup>st</sup>. Selection of option made each September 1<sup>st</sup>.

**Bereavement Leave:** An employee has leave with pay for up to 3 consecutive workdays if death occurs in the immediate family. For other family members, leave is 1 workday.

## DISABILITY INSURANCE

**Short Term Disability:** 100% City paid. First 30 days covered by sick leave, vacation or leave without (if other leave time is not available). If disability lasts longer than 30 calendar days, this plan will pay 60% of the employee's base pay, after withholding taxes and less deductible benefits for a maximum of five months. APA members receive a benefit of 85% of the employee's base rate of pay before withholding taxes and less deductible benefits.

**Long Term Disability:** 100% City paid except for APA. APA members pay the applicable employee rate. Rates are set yearly as part of the City's Health and Welfare Plan Rates and approved by City Council. Coverage begins after 180 days of total disability. Employee receives 60% of pre-disability base pay up to a maximum specified in the applicable plan document for as long as disability remains or until the maximum coverage age is reached. The 60% disability is taxable income, except for the APA. However, the provider does not automatically take out such taxes from the employee's disability check.

## EMPLOYEE ASSISTANCE PROGRAM

**REACH** – Employee Assistance and work/life service free of charge to employees and immediate family members.



## FULL TIME EMPLOYEES

### MISCELLANEOUS BENEFITS

**Automobile Allowance:** Mayor, City Council Members, Executive Management and certain designated Administrative Management classifications are eligible to receive an automobile allowance of up to \$300 per pay period. Administrative Managers in the classifications of AGM – Electric Services, Finance & Administration, Water Services, and Utilities Joint Services are eligible to receive an automobile allowance of up to \$250 per pay period. Administrative Managers in the classifications of City Engineer and Risk Manager are eligible to receive an automobile allowance of up to \$225 per pay period.

**Executive Medical Exams:** Mayor, City Council Members, Executives, Administrative Managers, and Middle Managers over 50 years of age are eligible to receive an executive physical exam on an annual basis at Hoag Executive Health or Scripps Medical Centers. Middle Managers under 50 years of age are eligible to receive this benefit biennially.

**Bilingual Pay:** Employees in positions that have been specifically designated by the department head as requiring bilingual skills are eligible for bilingual pay. Such designated employees must be certified by an official bilingual certifier. Bilingual proficiency levels and rates are listed in the applicable bargaining unit labor contracts or Personnel Rules for Management and Confidential employees.

**Tuition Reimbursement:** The Tuition Assistance Program (TAP) offers two options: the Tuition Grant Plan (TGP) and the Tuition Loan Plan (TLP). The TGP allows for a single, one-time lump-sum payment per degree toward enrollment/course related expenses for a formal education program. Once an employee completes a formal degree program from an accredited College or University, they are eligible to reapply for the TGP for an additional degree program. (For example if an employee is pursuing a BA, they would need to complete their BA course work before they are eligible to apply for an additional one-time lump-sum grant toward their MBA.)

The Tuition Loan Plan (TLP) provides the opportunity for employees to borrow money interest free and non-taxable, on a quarterly or semester basis for formal education. TLP repayment is administered via payroll deductions and must be repaid by course completion. A new loan cannot be made until the current loan has been remitted in full. Participating employees who qualify can take advantage of both TGP and TLP options.

To qualify for assistance, educational course work must improve the employee's capacity to perform current duties or increase his or her readiness to assume broader responsibilities. Eligibility is limited to full-time employees who have completed at least one probationary period. The TAP is offered on a first-come, first-served basis. Employees participating in City of Anaheim on-site degree programs will receive priority. (A.R. 210)

**Flexible Work Schedules:** Departments may offer employees the opportunity to work an alternate work schedule. Most frequently used is the 9/80 Plan. Police has a 3/12 Plan for Sworn Officers in the field and civilian communication personnel. The City remains open Monday – Friday.