

Employer Insurance Contributions/Benefits*
As of January 1, 2018

*most figures are monthly

	POA	CASA	SEIU	SAMA	PMA/EM
Medical (max.contrib.)	\$1354.00/member regardless of cost or if coverage is waived. Administered by POA.	\$654.00 for EE only. \$1307.00 for EE +1. \$1,700.00 for EE 2+.	\$654.00 for EE only. \$1307.00 for EE +1. \$1,700.00 for EE 2+.	\$654.00 for EE only. \$1307.00 for EE +1. \$1,700.00 for EE 2+.	\$654.00 for EE only. \$1307.00 for EE +1. \$1,700.00 for EE 2+.
Dental	\$90/member regardless of cost or if coverage is waived. Administered by POA.	Cost of coverage up to \$90/month.	Cost of coverage up to \$90/month.	Cost of coverage up to \$110/month.	100% EE coverage. Family Cost of coverage up to \$110/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. \$30k/EE provided by City.	.122/\$1k of coverage. \$30k/EE provided by City.	.122/\$1k of coverage. AM/MM: 2X Salary to \$300k EM: 3X Salary to \$300k Provided by City.	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 of first \$5,000/mo, after 60 days. City pays 100% of premium cost.	City max. paid = 130 Day Plan \$8.78. (Max \$2.5k) 60 Day Plan \$15.93. EE pays add'l amt. over \$11.00 for 60 Day Plan Benefit: 50% of first \$5k/month	2/3 of first \$5,000/mo, after 60 days. City pays 100% of premium cost.	2/3 of first \$5,000/mo, after 60 days. City pays 100% of premium cost.
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	Yes. Cashback of 50% of lowest EE only coverage for medical insurance only (\$230.78). PTCS Designated receive 75% value provided to FT CASA employees (\$173.09)	Yes. Cashback of 50% of lowest EE only plan coverage for medical insurance only (\$230.78). PTCS receives 75% of SEIU's 50% (\$173.09) cash back	Yes. Cashback of 100% of EE only coverage (\$654.00) + City's dental contribution (\$110).	Yes. PMA Cashback is \$461.56. EM Cashback is \$654.00. PMA/EM Dental Cashback is \$110.
Retiree Medical Subsidy/RHS	2% EE Contribution .75% City Contribution every October.	1.25% EE contribution towards RHS Plan.	1.50% EE contribution towards RHS Plan.	1.25% EE contribution towards RHS Plan.	PMA .5% EE contribution & 2.75% City contribution towards RHS Plan. EM contributes 1.25%.

CalPERS Benefit	<u>3% at 50 for Safety (sworn)</u> (9% City paid EPMC; 12% EE contribution; 2.7% @ 57 PEPRA 12.25% 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 5.5% 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 contribution; 2% @ 62 PEPRA 5.5% for "new member" hired after 1/1/13 and no EPMC)	2.7% at 55 for Misc. (8% City paid EPMC; 8% EE contribution; 2% @ 62 PEPRA 5.5% 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 contribution; 2% @ 62 PEPRA new 5.5% 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; 12% EE contribution; 2.7% @ 57 PEPRA new 12.25% 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 5.5% EE contribution for "new member" hired after 1/1/13 and no EPMC)
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