

**Monthly Insurance Premium Rates  
1/01/2024 through 12/31/2024**

<b>MEDICAL PLANS</b>	<b>Employee Only</b>	<b>Employee &amp; 1 Dependent</b>	<b>Employee with 2 + Dependents</b>
<b>HMO's</b>			
<i>Anthem HMO Select</i>	\$1,138.86	\$2,277.72	\$2,961.04
<i>Anthem HMO Traditional</i>	\$1,339.70	\$2,679.40	\$3,483.22
<i>Blue Shield - Access</i>	\$1,076.84	\$2,153.68	\$2,799.78
<i>Blue Shield - TRIO</i>	\$946.84	\$1,893.68	\$2,461.78
<i>Kaiser</i>	\$1,021.41	\$2,042.82	\$2,655.67
<i>UnitedHealthcare Signature Value Alliance</i>	\$1,091.13	\$2,182.26	\$2,836.94
<i>UnitedHealthcare Signature Value Harmony</i>	\$937.39	\$1,874.78	\$2,437.21
<i>Western Health Advantage</i>	\$807.23	\$1,614.46	\$2,098.80
<b>PPO's</b>			
<i>PERS Platinum</i>	\$1,314.27	\$2,628.54	\$3,417.10
<i>PERS Gold</i>	\$914.82	\$1,829.64	\$2,378.53
<b>PORAC Region 1</b>	\$931.00	\$2,117.00	\$2,651.00
**PORAC - Available only to members of Police Officer's Research Association of California (RPOA and RFF)			

<b>DELTA DENTAL</b>	<b>Employee Only</b>	<b>Employee &amp; Spouse</b>	<b>Employee &amp; Children</b>	<b>Employee &amp; Family</b>
<b>High Opt PPO</b>	\$63.75	\$112.22	\$110.28	\$169.43
<b>Low Opt PPO</b>	\$43.43	\$78.03	\$73.97	\$115.15
<b>DeltaCare</b>	\$17.40	\$34.20	\$32.10	\$57.00

<b>VISION</b>	<b>Employee Only</b>	<b>Employee &amp; 1 Dependent</b>	<b>Employee with 2+ Dependents</b>
<b>Vision Service Plan</b>	\$7.49	\$10.86	\$19.48

<b>2024 City Contributions</b>				
<b>Bargaining Unit</b>	<b>Cafeteria Contribution</b>	<b>Flex Credit</b>		
		<b>EE Only</b>	<b>EE +1</b>	<b>EE + Family</b>
<b>IBEW</b>	\$1,347.00	\$200.00	\$513.00	\$918.00
<b>Local 39</b>	\$1,347.00	\$200.00	\$513.00	\$918.00
<b>Management/ Confidential</b>	\$1,347.00	\$200.00	\$513.00	\$918.00
<b>RFF</b>	\$1,347.00	\$200.00	\$513.00	\$918.00
<b>RPA</b>	\$1,347.00	\$200.00	\$513.00	\$918.00
<b>RPOA</b>	\$1,347.00	\$200.00	\$513.00	\$918.00
<b>1500 Hour Temporary Employees</b>	\$157.00	N/A	N/A	N/A

<sup>1</sup> IBEW - The City contributes one hundred dollars (\$100) monthly into employees deferred compensation plan. Employees may choose to contribute this amount toward their medical plan. This is an annual election made during open enrollment.

**SHORT TERM DISABILITY:**

Employee-paid, short term disability is available for employees in the MGMT/CONF, RPA, RFF, IBEW, and RPOA bargaining units. Local 39 employees participate in State Disability Insurance (SDI).

**LONG TERM DISABILITY RATES:**

MGMT/CONF\* \$.172/\$100 of monthly salary

LOCAL 39 \$.267/\$100 of monthly salary

RPA (non-sworn) \$.267/\$100 of monthly

RFF \$.274/\$100 of monthly salary

IBEW \$.290/\$100 of monthly salary

RPOA (sworn) \$.267/\$100 of monthly salary

\*Long Term Disability Buy-Up is available for employees in IBEW, Local 39, Management/Confidential, RFF, RPA and RPOA.

**LIFE INSURANCE:** City paid life (2x annual salary), AD&D, and dependent life insurance is provided for all regular employees. *Employee-paid supplemental life insurance is also available.*