

City of Santa Ana Employee Benefits Summary

Benefit	Description	Effective	End
<u>Pension/Retirement</u> CalPERS (FT & PT) PARS (Non-CalPERS Elig. PT)	Employee contributes percent of pre-tax salary based on their formula. Lifetime retirement benefit after minimum of 5 full-time years vested with pension determined by age at retirement & formula. CalPERS is reciprocal with many (but not all) California Public Pension Systems (e.g. OCERS). Misc Classic members contribute 8% of salary & PEPR 7.75%. Safety Classic members contribute 12% of salary & PEPR 12.75%. PT employees not eligible for PERS are enrolled into PARS 457 in which they contribute 3.75% (and the City contributes 3.75%).	Immediately upon start.	At termination.
<u>Medical</u> ¹ CalPERS 9 HMO & 3 PPO Plans (PORAC is only for sworn)	City contributes a set amount determined by employee group and the employee pays excess. Members can see any doctor/hospital that accepts PPO plan. HMO requires primary doctor and referrals within network. Employees pay Region 2 rates unless they live in another region (e.g. Region 3 and can opt either regions).	1st day of the month after hire or enrollment (whichever later). Failure to enroll defaults to lowest cost Region 2 individual plan.	End of the next month after termination.
<u>Dental</u> ¹ Delta Dental PPO MetLife Dental HMO	City contributes a set amount determined by employee group and the employee pays excess. Members can see any dentist accepted by Delta PPO. Metlife HMO requires primary dentist and referrals within network.	1st day of the month after hire or enrollment (whichever later). Failure to enroll defaults to lowest cost individual plan.	End of the month of termination.
<u>Medical and/or Dental Opt-Out</u>	Depending on the bargaining group memorandum of understanding, employee may be eligible to opt out of medical and/or dental to receive post-tax funds up to the City's EE-only contribution or percentage of EE-only plan.	1st day of the month after hire or enrollment (whichever later).	At termination.
<u>Retirement Health Savings (RHS)</u> MissionSquare	Employee and employer percent of pre-tax contribution (depending on bargaining group) to be invested to be used for qualifying medical expenses after retirement/separation.	Immediately upon start.	At termination.
<u>Employee Assistance Program (EAP)</u> REACH	Both PT & FT: Completely free for employee and their family. Counseling and referral services to support personal and professional life issues.	Immediately upon start.	At termination.
<u>Life and AD&D Insurance</u> The Standard	100% employer-paid coverage for basic life insurance which covers an amount depending on bargaining group MOU. Certain bargaining groups also receive AD&D coverage.	1st day of the month after hire or enrollment (whichever later).	End of the month of termination.

Benefit	Description	Effective	End
<u>Long Term Disability</u> ¹ The Standard	100% employer-paid plan which covers up to 2/3 of salary (max depending on bargaining group MOU). Benefit paid after 60 days of disability.	1st day of the month after hire.	End of the month of termination.
<u>Life and AD&D Insurance</u> (Voluntary) The Standard	100% employee-paid coverage for additional life and accidental life & dismemberment insurance with cost based on amount and age. Can also purchase for spouse/children.	1st day of the month after hire or enrollment (whichever later).	End of the month of termination.
<u>Vision</u> ² EyeMed	100% employee-paid plan which covers services such as eye exam, glasses and contacts.	1st day of the month after hire or enrollment (whichever later).	End of the month of termination.
<u>Deferred Compensation 457</u> Empower	Both PT & FT: 100% employee contribution to allow employees to invest towards retirement through either pre-tax or ROTH (taxed) payroll deductions.	The first pay period after enrollment.	At termination.
<u>Employee Discount Program</u> FunEx	Both PT & FT: Completely free for all employees. Discounts to amusement parks, movie tickets, vacations, etc.	Immediately upon start.	At termination.
<u>Identity Theft Protection</u> IDShield	100% employee-paid plan which covers identity theft and restoration services.	1st day of the month after hire or enrollment (whichever later).	End of the month of termination.
<u>Legal Services Plan</u> LegalShield	100% employee-paid plan which covers common personal legal services.	1st day of the month after hire or enrollment (whichever later).	End of the month of termination.
<u>Pet Care Discount Plan</u> United Pet Care	100% employee-paid plan which covers pet visits to vet clinics/hospitals and discounts on services/products.	1st day of the month after enrollment.	End of the month of termination.
<u>Tuition Reimbursement</u>	Reimbursement for the cost of tuition, e-books or textbooks, subject to terms of bargaining unit MOU. (Not for student loans/past expenses.)	Employee must have regular status (passed initial probationary period).	At termination.
<u>Wellness Reimbursement</u> EMT & SAMA only	Up to \$300 reimbursement per fiscal year for weight-loss programs, smoking cessation programs, health/fitness club membership or programs and body scans/preventive health screenings. (via reimbursement in December/June)	Upon hire for fees incurred while employed.	At termination.
<u>Technology Stipend</u> EMT, PMA & SAMA only	For those required to have cell phone or tablet for City business will be given option to be provided city paid/issued equipment or be compensated \$100 per month. (amount is taxed and paid on first check of each month)	1st day of the month after approval submitted to Payroll.	At termination.

¹ POA members have this benefit managed through their union trust.

² POA members have this benefit managed through their union trust but can also opt for City's plan.

Resources for Candidates

External Benefits Page

<https://www.santa-ana.org/human-resources-home/benefits/>

Benefit	Description	Effective	End
Hidden Benefits Resource Page	https://www.santa-ana.org/hr-benefits		
Summary of Benefits	https://www.santa-ana.org/documents/summary-of-benefits/		
Benefits Guide	https://keenan.app.box.com/v/COSABenefitsGuide		
BenefitBridge	https://www.benefitbridge.com/santa-ana		(note: login info sent by Benefits staff)