Employer Insurance Contributions/Benefits¹ As of January 1, 2023

	POA	CASA & UCE	SEIU	SAMA, CAM & CMM	PMA	EM & CM
Medical	\$1,419.00/member regardless of cost or if coverage is waived	\$804.00 for EE only \$1,457.00 for EE +1 \$1,850.00 for EE + Family	\$804.00 for EE only \$1,457.00 for EE +1 \$1,850.00 for EE + Family	\$1,457.00 for EE +1	\$1,457.00 for EE +1	\$804.00 EE only \$1,457.00 EE +1 \$1,850.00 EE + Family
	Administered by POA	PTCS receives 75%	PTCS receives 75%	PTCS receives 75%		
	POA LBFO 12.1	CASA MOU 12.1	SEIU MOU 11.1	SAMA MOU 11.1	PMA MOU 12.1	EM Reso 4
Dental	\$90/member regardless of cost or if coverage is waived	Cost of coverage up to \$110/month	Cost of coverage up to \$110/month	Cost of coverage up to \$130/month		Cost of coverage up to \$130/month
Dentai	Administered by POA	PTCS receives 75%	PTCS receives 75%	PTCS receives 75%		
	POA LBFO 12.1	CASA MOU 12.2	SEIU MOU 11.2		PMA MOU 12.2	EM Reso 4
Cash-In-Lieu of Medical ² and	No - If member opts out of POA Membership the employee is provided an allowance equal to member allowance noted above (no	Yes - Cashback of 50% of lowest EE only coverage for medical insurance only (\$347.97)	Yes - Cashback of 50% of lowest EE only coverage for medical insurance only (\$347.97)	Yes - Cashback of 100% of City EE only medical contribution (\$804) + dental contribution (\$130)	Difference in allowance and	Yes - Cashback of 100% of City EE only medical contribution (\$804) + dental contribution (\$130)
Dental Insurance	cashback waiver)	PTCS receive 75% value provided to FT employees (\$260.98)	PTCS receive 75% value provided to FT employees (\$260.98)	Difference in allowance and premiums for Medical and Dental is received in cash		Difference in allowance and premiums for Medical and Dental is received in cash
	N/A	CASA MOU 12.1.A	SEIU MOU 11.1.C	SAMA MOU 11.1.E & 11.2.E	PMA MOU 12.1.F, 12.2 & 12.6	EM Reso 4.D
Vision	Available for purchase at EE's expense	Available for purchase at EE's expense	Available for purchase at EE's expense	EE's expense	EE's expense	Available for purchase at EE's expense
	N/A	CASA MOU 12.3	SEIU MOU 11.7	SAMA MOU 11.7	PMA MOU 12.8	EM Reso 4.C
Basic Life and AD&D	\$30k/EE Life & \$20k/EE AD&D provided by City	\$50k/EE Life & \$50k AD&D provided by City PTCS City pays 75% of premium cost	\$50k/EE Life & \$50k AD&D provided by City PTCS City pays 75% of premium cost	2X Salary to \$300k max	•	EM: 3X Salary to \$300k max CM: \$500k
	POA LBFO 12.1.B	CASA MOU 12.5	SEIU MOU 11.4	SAMA MOU 11.4	PMA MOU 12.4	EM Reso 4.G
Long-Term	\$66/member regardless of cost	2/3 salary up to a max of \$7,500/month, after 60 days	2/3 salary up to a max of \$5,000/month, after 60 days	2/3 salary up to a max of \$10,000/month, after 60 days		2/3 salary up to a max of \$10,000/month, after 60 days
Disability	Administered by POA	City pays 100% of premium	City pays 100% of premium	1 1	, , ,	City pays 100% of premium
	POA LBFO 12.1	CASA MOU 12.4	SEIU MOU 11.3	SAMA MOU 11.3	PMA MOU 12.3	EM Reso 4.F
Supplemental Life and 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	Available for purchase at EE's expense

	POA	CASA & UCE	SEIU	SAMA, CAM & CMM	PMA	EM & CM
CalPERS Retirement Pension	Classic Safety (sworn) - 3.0% at 50 (9% City paid EPMC; 12% EE cost sharing)	Classic Misc 2.7% at 55 (8% City paid EPMC; 8% EE cost sharing)	Classic Misc 2.7% at 55 (8% City paid EPMC; 8% EE cost sharing)	Classic Misc 2.7% at 55 (8% City paid EPMC; 8% EE cost sharing)	Classic Safety (sworn) - 3.0% at 50 (9% City paid EPMC; 12% EE cost sharing)	Classic Safety (sworn) - 3.0% at 50 (9% City paid EPMC; 9% EE cost sharing)
	PEPRA Safety (sworn) - 2.7% at 57 (13% EE contribution for "new member" hired on/after 1/1/13 and no EPMC)	(7.0% EE contribution for "new member" hired on/after	PEPRA Misc 2% at 62 (7.0% EE contribution for "new member" hired on/after 1/1/13 and no EPMC)	PEPRA Misc 2% at 62 (7.0% EE contribution for "new member" hired on/after 1/1/13 and no EPMC)	at 57 (13% EE contribution for "new member" hired	PEPRA Safety (sworn) - 2.7% at 57 (13% EE contribution for "new member" hired on/after 1/1/13 and no EPMC)
	Classic Misc 2.7% at 55 (8% City paid EPMC; 8% EE contribution)				Classic Misc 2.7% at 55 (8% City paid EPMC; 8% EE contribution)	Classic Misc 2.7% at 55 (8% City paid EPMC; 8% EE contribution)
	PEPRA Misc 2% at 62 (7.0% EE contribution for "new member" hired on/after 1/1/13 and no EPMC)				PEPRA Misc 2% at 62 (7.0% EE contribution for "new member" hired on/after 1/1/13 and no EPMC)	PEPRA Misc 2% at 62 (7.0% EE contribution for "new member" hired on/after 1/1/13 and no EPMC)
	POA LBFO 13.6 to 13.9	CASA MOU 13.3 & 13.4	SEIU MOU 12.2	SAMA MOU 13.5 & 13.6	PMA MOU 14.5 & 14.6	EM Reso 6
Retiree Medical Subsidy /	2% EE contribution towards RHS Plan	1.25% EE contribution towards RHS Plan	1.50% EE contribution towards RHS Plan	1.25% EE contribution & 1% City contribution towards RHS plan	Hired 11/15/22 or before - .5% EE contribution & 4.0% City contribution towards RHS Plan	EM contributes 1.25%. CM contributes 1.25%. EM&CM City Contributes 1%
Retirement Health Savings Plan					Hired 11/16/22 or after - 1.25% EE contribution & 1%	
	POA LBFO 12.2	CASA MOU 12.8	SEIU MOU 11.6	SAMA MOU 11.6	PMA MOU 12.7	EM Reso 8
Tuition Reimbursement	Max \$1,500/Fiscal Year (limit on units per quarter/ semester)	Max \$3,500/Fiscal Year PTCS 75% of FT allowance (no limit on units)	Max \$2,500/Fiscal Year	Max \$3,000/Fiscal Year (no limit on units)	\$2,000/Fiscal Year (No limit on units)	\$3,500/Fiscal Year (no limit on units)
	POA LBFO 7	CASA MOU 8	SEIU MOU 7	SAMA MOU 14	PMA MOU 7	EM Reso 7
	11 Holidays + one 8 Floating (or 96 hours)	11 Holidays + 2 Floating based on hours scheduled to work	11 Holidays + 1 Floating based on hours scheduled to work	11 Holidays + 1 Floating based on hours scheduled to work	12 Holidays + one 8 hour Floating (or 104 hours)	11 Holidays + 2 Floating based on hours scheduled to work
	POA LBFO 9.1 & 14.1	CASA MOU 9	SEIU MOU 8	SAMA MOU 8	PMA MOU 9	EM Reso 3
	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 PTCS 75% of FT allowance	80 hours up to 200 hours per year based on years of completion PTCS 75% of FT allowance	120 hours up to 200 hours per year based on years of completion 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
	POA LBFO 10	CASA MOU 10	SEIU MOU 9	SAMA MOU 9	PMA MOU 10	EM Reso 5
Management	N/A	N/A	N/A	65 hours per year	100 hours per year	100 hours per year
Vacation	N/A	N/A	N/A	SAMA MOU 9.5	PMA MOU 10.3	EM Reso 5.A

	POA	CASA & UCE	SEIU	SAMA, CAM & CMM	PMA	EM & CM
Electronic Device Stipend	N/A	N/A		\$100/month or City-issued device	1'	\$100/month or City-issued device
	N/A	N/A	N/A	SAMA MOU 15	PMA MOU 15	EM Reso 12.B
Wellness Incentive		N/A	N/A	Up to \$300/Fiscal Year	N/A	Up to \$300/Fiscal Year
	N/A	N/A	N/A	SAMA MOU 12	N/A	EM Reso 3.A
Car Allowance	N/A	N/A	N/A	N/A	N/A	\$500/month or vehicle
	N/A	N/A	N/A	N/A	N/A	EM Reso 9

¹ most figures are monthly

Visit https://www.santa-ana.org/employee-relations to view documents.

² based on PERS Gold (\$695.93)