

Summary of Benefits¹

As of January 1, 2024

	Confidential Association of Santa Ana (CASA) & Unrepresented Confidential Employees (UCE)	Executive Management (EM) & City Manager (CM)	Santa Ana Management Association (SAMA), Confidential Administrative (CAM) & Middle Management (CMM)	Santa Ana Police Management Association (PMA)	Santa Ana Police Officers Association (POA)	Service Employees International Union (SEIU)
Medical	\$954.00 for employee only \$1,607.00 for employee +1 \$2,000.00 for employee + family	\$954.00 for employee only \$1,607.00 for employee +1 \$2,000.00 for employee + family Difference in allowance and medical premium is received in cash	\$954.00 for employee only \$1,607.00 for employee +1 \$2,000.00 for employee + family Difference in allowance and medical premium is received in cash	\$854.00 for employee only \$1,507.00 for employee +1 \$1,900.00 for employee + family Difference in allowance and medical premium is received in cash	\$1,575/member regardless of cost or if coverage is waived for medical, dental & long term disability Administered by POA	\$954.00 for employee only \$1,607.00 for employee +1 \$2,000.00 for employee + family Eligible PT employees receives 75%
	CASA MOU 12.1	EM Reso 4	SAMA MOU 11.1	PMA MOU 12.1	POA MOU 12.1	SEIU MOU 11.1
Dental	Cost of coverage up to \$130/month	Cost of coverage up to \$130/month Difference in allowance and dental premium is received in cash	Cost of coverage up to \$130/month Difference in allowance and dental premium is received in cash	100% employee only coverage or up to \$130 employee + family Difference in allowance and dental premium is received in cash	See Medical Administered by POA	Cost of coverage up to \$130/month Eligible PT employees receives 75%
	CASA MOU 12.2	EM Reso 4	SAMA MOU 11.2	PMA MOU 12.2	POA MOU 12.1	SEIU MOU 11.2
Cash-In-Lieu of Medical² and Dental Insurance	Yes - Cashback of 100% of City employee only medical contribution only (\$954)	Yes - Cashback of 100% of City employee only medical contribution (\$954) + dental contribution (\$130)	Yes - Cashback of 100% of City employee only medical contribution (\$954) + dental contribution (\$130)	Yes - Cashback of 100% of lowest employee only medical plan (\$684.77) + dental contribution (\$130 max)	No - If member opts out of POA Membership the employee is provided an allowance equal to member allowance noted above (no cashback waiver)	Yes - Cashback of 50% of lowest employee only coverage medical plan only (\$342.39) Eligible PT employees receives 75% value provided to FT employees (\$256.79)
	CASA MOU 12.1.A	EM Reso 4.D	SAMA MOU 11.1.F & 11.2.C	PMA MOU 12.1.F, 12.2 & 12.6	N/A	SEIU MOU 11.1.C
Vision	Available for purchase at employee's expense	Available for purchase at employee's expense	Available for purchase at employee's expense	Available for purchase at employee's expense	Available for purchase at employee's expense	Available for purchase at employee's expense
	CASA MOU 12.3	EM Reso 4.C	SAMA MOU 11.7	PMA MOU 12.8	N/A	SEIU MOU 11.7
Basic Life and AD&D	\$50k/EE Life & \$50k AD&D provided by City	EM: 3X Salary to \$300k max CM: \$500k	2X Salary to \$300k max	2X Salary to \$300k max	\$30k/employee life & \$20k/employee AD&D provided by City	\$50k/EE Life & \$50k AD&D provided by City Eligible PT employee pays premium cost
	CASA MOU 12.5	EM Reso 4.G & CM Contract 2.2.7	SAMA MOU 11.4	PMA MOU 12.4	POA MOU 12.1.B	SEIU MOU 11.4

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Long-Term Disability	2/3 salary up to a max of \$7,500/month, after 60 days City pays 100% of premium cost CASA MOU 12.4	2/3 salary up to a max of \$10,000/month, after 60 days City pays 100% of premium cost EM Reso 4.F	2/3 salary up to a max of \$10,000/month, after 60 days City pays 100% of premium cost SAMA MOU 11.3	2/3 salary up to max of \$10,000/month, after 60 days City pays 100% of premium cost PMA MOU 12.3	See Medical Administered by POA POA MOU 12.1	2/3 salary up to a max of \$5,000/month, after 60 days City pays 100% of premium cost for FT employees SEIU MOU 11.3
Supplemental Life and AD&D	Available for purchase at employee's expense	Available for purchase at employee's expense	Available for purchase at employee's expense	Available for purchase at employee's expense	Available for purchase at employee's expense	Available for purchase at employee's expense
CalPERS Retirement Pension	Classic Misc. - 2.7% at 55 (8% City paid EPMC; 8% employee cost sharing) PEPRA Misc. - 2% at 62 (7.75% employee contribution for "new member" hired on/after 1/1/13 and no EPMC) CASA MOU 13.3 & 13.4	Classic Safety (sworn) - 3.0% at 50 (9% City paid EPMC; 9% employee cost sharing) PEPRA Safety (sworn) - 2.7% at 57 (12.75% employee contribution for "new member" hired on/after 1/1/13 and no EPMC) Classic Misc. - 2.7% at 55 (8% City paid EPMC; 8% employee contribution) PEPRA Misc. - 2% at 62 (7.75% employee contribution for "new member" hired on/after 1/1/13 and no EPMC) EM Reso 6	Classic Misc. - 2.7% at 55 (8% City paid EPMC; 8% employee cost sharing) PEPRA Misc. - 2% at 62 (7.75% employee contribution for "new member" hired on/after 1/1/13 and no EPMC) SAMA MOU 13.5 & 13.6	Classic Safety (sworn) - 3.0% at 50 (9% City paid EPMC; 12% employee cost sharing) PEPRA Safety (sworn) - 2.7% at 57 (12.75% employee contribution for "new member" hired on/after 1/1/13 and no EPMC) Classic Misc. - 2.7% at 55 (8% City paid EPMC; 8% employee contribution) PEPRA Misc. - 2% at 62 (7.75% employee contribution for "new member" hired on/after 1/1/13 and no EPMC) PMA MOU 14.5 & 14.6	Classic Safety (sworn) - 3.0% at 50 (9% City paid EPMC; 12% employee cost sharing) PEPRA Safety (sworn) - 2.7% at 57 (12.75% employee contribution for "new member" hired on/after 1/1/13 and no EPMC) Classic Misc. - 2.7% at 55 (8% City paid EPMC; 8% employee contribution) PEPRA Misc. - 2% at 62 (7.75% employee contribution for "new member" hired on/after 1/1/13 and no EPMC) POA MOU 13	Classic Misc. - 2.7% at 55 (8% City paid EPMC; 8% employee cost sharing) PEPRA Misc. - 2% at 62 (7.75% employee contribution for "new member" hired on/after 1/1/13 and no EPMC) SEIU MOU 12.2
Retiree Medical Subsidy / Retirement Health Savings Plan	1.50% employee contribution & 1% City contribution towards RHS Plan CASA MOU 12.8	1.25% employee contribution & 1% City contribution towards RHS plan EM Reso 8	1.25% employee contribution & 1% City contribution towards RHS plan SAMA MOU 11.6	Hired 11/15/22 or before - .5% employee contribution & 4.0% City contribution towards RHS Plan Hired 11/16/22 or after - 1.25% employee contribution & 1% City Contribution towards RHS plan PMA MOU 12.7	2% employee contribution & 2% City contribution (City contribution made October 1 of each year) POA MOU 12.2	1.50% employee contribution & 1% City contribution towards RHS Plan SEIU MOU 11.6
Tuition Reimbursement	Max \$3,500/Fiscal Year (no limit on units) CASA MOU 8	\$3,500/Fiscal Year (no limit on units) EM Reso 7	Max \$3,000/Fiscal Year (no limit on units) SAMA MOU 14	\$2,000/Fiscal Year (no limit on units) PMA MOU 7	Max \$1,500/Fiscal Year (limit on units per quarter/semester) POA MOU 7	Max \$2,500/Fiscal Year (no limit on units) SEIU MOU 7

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City Paid Holidays	12 holidays + two floating based on hours scheduled to work CASA MOU 9	12 holidays + two floating based on hours scheduled to work EM Reso 3	12 holidays + one 9 hour floating SAMA MOU 8	12 holidays + one 8 hour floating (or 104 hours) PMA MOU 9	11 holidays + one 8 hour floating (or 96 hours) POA MOU 9.1 & 14.1	12 holidays + one floating based on hours scheduled to work SEIU MOU 8
Vacation	80 hours up to 200 hours per year based on years of completion CASA MOU 10	120 hours up to 200 hours per year based on years of completion EM Reso 5	120 hours up to 200 hours per year based on years of completion SAMA MOU 9	120 hours up to 200 hours per year based on years of completion PMA MOU 10	80 hours up to 200 hours per year based on years of completion POA MOU 10	80 hours up to 200 hours per year based on years of completion Eligible PT employees receives 75% of FT allowance SEIU MOU 9
Management Vacation	N/A N/A	100 hours per year EM Reso 5.A	80 hours per year SAMA MOU 9.5	100 hours per year PMA MOU 10.3	N/A N/A	N/A N/A
Electronic Device Stipend	N/A N/A	\$100/month or City-issued device EM Reso 12.B	\$100/month or City-issued device SAMA MOU 15	\$100/month or City-issued device PMA MOU 15	N/A N/A	N/A N/A
Wellness Incentive	N/A N/A	Up to \$300/Fiscal Year EM Reso 3.A	Up to \$300/Fiscal Year SAMA MOU 12	N/A N/A	N/A N/A	N/A N/A
Car Allowance	N/A N/A	\$500/month or vehicle EM Reso 9	N/A N/A	N/A N/A	N/A N/A	N/A N/A

¹ most figures are monthly

² based on Region 2 Health Net Salud y Mas (\$684.77)

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