

## SAFETY FIRE

### 2026 BENEFIT SUMMARY

Benefit/Provider	Monthly Contributions		
	Coverage Level	City Pays	Employee Pays
Kaiser HMO	Employee Only	\$575.34	\$154.42
	Employee + 1	\$1,150.68	\$308.82
	Family	\$1,625.14	\$440.06
Kaiser HDHP w/HSA Note: The City will contribute to an employee's HSA: \$850 for Employee Only coverage; \$1,700 for Employee + 1 or Family coverage	Employee Only	\$472.72	\$115.98
	Employee + 1	\$945.40	\$231.96
	Family	\$1,334.90	\$331.08
Delta Preferred PPO	Employee Only	\$39.34	\$2.00
	Employee + 1	\$38.01	\$39.44
	Family	\$35.23	\$94.72
DeltaCare DMO	Employee Only	\$22.16	\$0.64
	Employee + 1	\$22.16	\$18.70
	Family	\$22.16	\$38.34
Anthem Blue View Vision	Employee Only	n/a	\$5.44
	Employee + 1	n/a	\$9.74
	Family	n/a	\$16.14
Anthem Blue View Vision Buy Up	Employee Only	n/a	\$6.84
	Employee + 1	n/a	\$12.24
	Family	n/a	\$20.28
Critical Illness Plan (The Hartford)	Employee Only	n/a	Rates vary based on age and coverage-See Benefits
	Employee + Spouse	n/a	
	One Parent Family	n/a	
	Two Parent Family	n/a	
Accident – Low Plan (The Hartford)	Employee Only	n/a	\$5.20
	Employee + Spouse	n/a	\$8.18
	Employee + Children	n/a	\$8.55
	Two Parent Family	n/a	\$13.51
Accident – High Plan (The Hartford)	Employee Only	n/a	\$8.09
	Employee + Spouse	n/a	\$12.74
	Employee + Children	n/a	\$13.46
	Two Parent Family	n/a	\$21.19
Hospital Indemnity Plan (The Hartford)	Employee Only	n/a	\$12.92
	Employee + Spouse	n/a	\$31.31
	One Parent Family	n/a	\$27.02
	Two Parent Family	n/a	\$47.74
ARAG – Legal Plan	Plan Membership	n/a	\$24.25
Supplemental Life Insurance (The Hartford)	Age rated coverage for self, spouse and children	n/a	Rates vary based on age and coverage
Group Life Insurance (The Hartford)	Basic Life and AD&D: \$50,000 Dependent Life: \$1,000	City pays full cost	No cost to employee
Section 125 Pre-tax Premiums, Medical and Dependent Care Flexible Spending Accounts	Provider: TRI-AD Employee may set aside tax-free money Annual minimum (both FSAs): \$240 Medical FSA annual max: \$3,300 Dependent FSA annual max: \$5,000		

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Benefit/Provider	Description															
California Firefighters Benefit Trust	Mandatory Employee Contribution: \$100 per month															
Long Term Disability	Administered through the California Association of Professional Firefighters															
Retirement Plan (CalPERS Defined Benefit Plan)	Employee and Employer share the cost Tier 1 Classic: 3% @ 50    Employee contribution rate = 12%    Single Highest Year Tier 2 Classic: 2% @ 50    Employee contribution rate = 12%    3 Year Highest Avg Tier 3 PEPR: 2.7% @ 57    Employee contribution rate = 14.5%    3 Year Highest Avg															
401 (k), 457 and Payroll Roth IRA Plans (MissionSquare Retirement)	Employee contributions to plans are optional															
Health Insurance Waiver Rebate	\$75 per month for waiving a level of health coverage  \$200 per month for waiving health coverage completely															
Holidays in Lieu	11.5 hours credited on a monthly basis															
Sick Leave Accrual	5.54 hours per pay period, no maximum accrual															
Floating Holiday	24 hours every July 1st  Only granted to employees who are actively employed on July 1st Hours do not carry over to next fiscal year															
Annual Vacation Accrual	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Years of Service</th> <th style="text-align: left;">Annual Accrual</th> <th style="text-align: left;">Maximum Accrual</th> </tr> </thead> <tbody> <tr> <td>First 5 years</td> <td>168 hours</td> <td>420 hours</td> </tr> <tr> <td>5 to 10</td> <td>216 hours</td> <td>540 hours</td> </tr> <tr> <td>10 to 15</td> <td>264 hours</td> <td>660 hours</td> </tr> <tr> <td>15+</td> <td>312 hours</td> <td>780 hours</td> </tr> </tbody> </table>	Years of Service	Annual Accrual	Maximum Accrual	First 5 years	168 hours	420 hours	5 to 10	216 hours	540 hours	10 to 15	264 hours	660 hours	15+	312 hours	780 hours
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5 to 10	216 hours	540 hours														
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15+	312 hours	780 hours														
Tuition Reimbursement	Up to \$3,000 per fiscal year per employee (a maximum of \$15,000 shared with Non-Safety Fire)															
Work-Life Benefits	Employee Assistance Program (EAP) – Counseling Services The Hartford – Travel Assistance & Identity Theft Program 529 College Savings Plan															
Employee Discounts	Gym Membership Dell Computers Apple Products Cellphone Discounts Working Advantage Program – entertainment discounts Fun Express – entertainment discounts through Escondido Credit Union Tuition discount: National University, Grand Canyon University and Waldorf University															