



## ***A full menu of health benefits to choose from...***

The City offers a variety of health insurance plans for employees and their eligible dependents. This allows employees to select the plan and service provider that best suits their needs. The types of plans available include:

- **Health Maintenance Organizations (HMO)**
  - [Blue Shield Access+ HMO](#)
  - [Blue Shield NetValue HMO](#)
  - [Kaiser](#)
- **Preferred Provider Organizations (PPO)**
  - [PERSCare](#)
  - [PERSChoice](#)
  - [PERS Select](#)
  - [PORAC\\*](#)

The actual contribution amounts vary based upon the employee's representation group and elected coverage. For exact amounts, please refer to the Memorandums of Understanding (MOU) detailing the benefit package corresponding to each position.

The City offers \$392.68 for one-party, \$785.36 for two-party and \$1,020.96 for family coverage for general employees and any remaining amount may be used to offset family dental or towards two-party or family vision. The City offers \$428.12 for one-party, \$835.58 for two-party and \$1,077.32 for family coverage for sworn police personnel and \$1,000 for fire safety personnel. Premium totals in excess of the established City allotment amount are paid by employees through automatic payroll deductions. Providing the employee enrolls in the flexible benefits plan, all such deductions will be made on a pre-tax basis.

Should an employee elect to decline medical coverage, that individual must provide proof of coverage through another source.

### ***Eligibility:***

Full-time Employees: Active, regular full-time employees.

Part-time Employees: Active, regular part-time employees may be eligible for pro-rated benefits. Please refer to the specific MOU for more information.

### ***Effective Date:***

Coverage begins on the 1<sup>st</sup> day of the month following the employee's election of a plan and within 60 days from hire date.

For more information, contact the Human Resources Department.

\*Available only to Fire and Police Safety