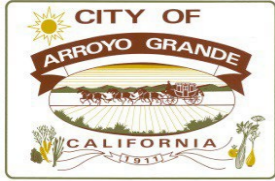


## City of Arroyo Grande

### Benefits Summary 2023

Bargaining Group	Cafeteria Medical, Vision & Dental	Basic Life and AD&D	Disability	Retirement: 2023/24 Rates	Deferred Compensation	Employee Assistance
Management	City's total Cafeteria Plan contributions for 2023: Employee only: \$754.54 Employee + 1: \$1,422.78 Family \$1,833.06	City provides \$50,000 of coverage.	City provides short and long term disability coverage through Standard Insurance.	The City contracts with California Public Employees' Retirement System (CalPERS) in conjunction with Social Security. 2% @ 55 formula: Employees pay 7% 2% @ 62 PEPRA formula: Employees pay 7.75%	The City contributes \$600 per year to management employees and \$1,200 per year to department directors to a defined contribution supplemental retirement plan.	The City provides an Employee Assistance Program (EAP) through Aetna Resources for Life (Aetna) for all full and part time employees and their eligible dependents.
SEIU	City's total Cafeteria Plan contributions for 2023: Employee only: \$760.52 Employee + 1: \$1,434.70 Family \$1,848.58	City provides \$40,000 of coverage.	The City participates in the California State Disability Insurance and Family Temporary Disability Insurance.	The City contracts with California Public Employees' Retirement System (CalPERS) in conjunction with Social Security. 2% @ 55 formula: Employees pay 7% 2% @ 62 PEPRA formula: Employees pay 7.75%	The City provides a voluntary 457 plan through ICMA.	The City provides an Employee Assistance Program (EAP) through Aetna Resources for Life (Aetna) for all full and part time employees and their eligible dependents.
POA	City's total Cafeteria Plan contributions for 2023: Employee only: \$754.54 Employee + 1: \$1,422.78 Family \$1,833.06	City provides \$40,000 of coverage.	Disability for <u>sworn</u> personnel is provided by the Police Officers' Association. The City participates in the California State Disability Insurance and Family Temporary Disability Insurance for non-sworn personnel.	The City contracts with California Public Employees' Retirement System (CalPERS) in conjunction with Social Security. <b>_ Sworn:</b> "Classic" employees: 3% @ 55 pay 13% New "PEPRA" employees: 2.7% @ 57 pay 14.25% <b>Non-sworn:</b> 2% @ 55 formula: Employees pay 7% 2% @ 62 PEPRA formula: Employees pay 7.75%	The City provides a voluntary 457 plan through ICMA.	The City provides an Employee Assistance Program (EAP) through Aetna Resources for Life (Aetna) for all full and part time employees and their eligible dependents.
FCFA IAFF	City's total Cafeteria Plan contributions for 2023: Employee only: \$816.30 Employee + 1: \$1,546.74 Family \$1,994.20	JPA provides \$40,000 of coverage.	The JPA participates in the California State Disability Insurance and Family Temporary Disability Insurance. Long Term Disability is provided by the Firefighters' Association.	The City contracts with California Public Employees' Retirement System (CalPERS) in conjunction with Social Security. "Classic" employees: 3% @ 55 pay 9% New "PEPRA" employees: 2.7% @ 57 pay 13.75%	The City provides a voluntary 457 plan through ICMA.	The City provides an Employee Assistance Program (EAP) through Aetna Resources for Life (Aetna) for all full and part time employees and their eligible dependents.



## City of Arroyo Grande

### Benefits Summary 2023

Bargaining Group	Cafeteria Medical, Vision & Dental	Basic Life and AD&D	Disability	Retirement: 2023/24 Rates	Deferred Compensation	Employee Assistance
FCFA Management	City's total Cafeteria Plan contributions for 2023: Employee only: \$860.82 Employee + 1: \$1,625.78 Family \$2,094.50	JPA provides \$40,000 of coverage.	The JPA participates in the California State Disability Insurance and Family Temporary Disability Insurance. Long Term Disability is provided by the Firefighters' Association.	The City contracts with California Public Employees' Retirement System (CalPERS) in conjunction with Social Security. "Classic" employees: 3% @ 55 pay 9% New "PEPRA" employees: 2.7% @ 57 pay 13.75%	The City provides a voluntary 457 plan through ICMA.	The City provides an Employee Assistance Program (EAP) through Aetna Resources for Life (Aetna) for all full and part time employees and their eligible dependents.
City Council	City's total Cafeteria Plan contributions for 2023: Employee only: \$773.59 Employee + 1: \$1,460.91 Family \$1,882.65	Not applicable	Not applicable	The City contracts with Public Agency Retirement Services (PARS) in lieu of Social Security. Employee pays 6%.	Not applicable	The City provides an Employee Assistance Program (EAP) through Aetna Resources for Life (Aetna) for all full and part time employees and their eligible dependents.

For more detailed information, please refer to the Management Resolution or applicable Memorandum of Understanding.