



M E D I C A L

Employee Monthly Contribution												
CalPERS Health Benefits	City Contribution *	Anthem Blue Cross Select HMO	Anthem Blue Cross Traditional HMO	Blue Shield Access + HMO	Blue Shield Trio HMO	Health Net Salud y Mas	Kaiser Permanente	PERS Gold PPO	PERS Platinum PPO	PORAC	United Healthcare Signature Value Alliance	United Healthcare Signature Value Harmony
DCEA Miscellaneous DFA (hired on or after 02/09/2017) DFMA (hired on or after 06/28/2016) DPOA & DPMA (hired on or after 01/12/2016) Executive/Mid-Management/Confidential/Exempt												
Employee Only	\$865.41	\$0.00	\$147.26	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$266.06	\$60.59	\$0.00	\$0.00
Employee + 1	\$1,730.82	\$0.00	\$294.52	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$532.12	\$132.18	\$0.00	\$0.00
Family	\$2,250.07	\$0.00	\$382.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$691.75	\$120.93	\$0.00	\$0.00

*City Contribution Up to Kaiser Permanente

D P S A A												
Employee Only	\$926.00	\$0.00	\$86.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$205.47	\$0.00	\$0.00	\$0.00
Employee + 1	\$1,863.00	\$0.00	\$162.34	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$399.94	\$0.00	\$0.00	\$0.00
Family	\$2,371.00	\$0.00	\$261.94	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$570.82	\$0.00	\$0.00	\$0.00

*City Contribution Up to PORAC

DFA (hired before 2/9/2017) DFMA (hired before 6/28/2016) DPOA & DPMA (hired before 1/12/2016)												
Employee Only	\$1,131.47	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Employee + 1	\$2,262.94	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Family	\$2,941.82	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

*City Contribution Up to PERS Platinum

City HMO Plan (Non-CalPERS)

Medical Opt-Out Allowance (Monthly)

Kaiser Permanente	DCEA Maintenance	Ambulance Operators	DCEA Miscellaneous DCEA Maintenance DFA DFMA DPOA DPMA DPSAA Executive, Mid-Management, Confidential/Exempt									
Employee Only	\$767.97	\$0.00	\$0.00	Employee Only	\$300.00	Must provide proof of medical coverage and re-certify each year to qualify for medical opt-out allowance						
Employee + 1	\$1,535.93	\$0.00	\$0.00	Employee + 1	\$450.00							
Family	\$2,173.35	\$0.00	\$637.42	Family	\$650.00							

*City Contribution Up to City Kaiser Plan

Documents (Copies) Required to add dependents

Please notify HR as soon as possible to avoid lapse in coverage. There is a maximum notice of 30 days.

Spouse

- ©Marriage Certificate
- ©Social Security Number

Children

- ©Birth Certificate
- ©Social Security Number

*Name Change requires copy of social security card



VOLUNTEER BENEFITS

DENTAL

DCEA Miscellaneous DFA DFMA DPOA DPMA DPSAA Executive, Mid-Management, Confidential/Exempt			
Delta Dental (DPO)	Composite Rate	City Contribution (Monthly)	Employee Contribution (Monthly)
EE,EE+1, Family	\$110.00	\$52.80	\$57.20
DCEA Maintenance			
EE,EE+1, Family	\$110.00	\$58.96	\$51.04

MetLife (Safeguard) Dental (DMO)	Monthly Premium	City Contribution (Monthly)	Employee Contribution (Monthly)
DCEA Maintenance			
Employee Only	\$23.88	\$23.88	\$0.00
Family	\$45.66	\$31.95	\$13.71
Ambulance Operators			
Employee Only	\$23.88	\$23.88	\$0.00
Family	\$45.66	\$23.88	\$21.78

All Rates are subject to change January 1, 2024

Payroll Deduction for Elected Benefits Premiums

Payroll will deduct all benefit premiums requiring a monthly employee contribution on the first pay check of the month. Deferred Compensation is deducted every pay check.

VISION

All Groups	
VSP	Employee Contribution (Monthly)
Employee Only	\$12.52
Employee + 1	\$17.99
Employee + 2 or More	\$32.30

Other Volunteer Benefits Include:

- Additional Life Insurance available for employee, spouse or dependents – The Standard
- Accident & Critical Illness Insurances – Aflac
- Section 125 Flexible Spending Accounts – The Advantage Group
 - 2023 Max Elections: medical \$3,050 and dependent care \$5,000
- Deferred Compensation –VOYA Financial Services
 - 2023 Limits: \$22,500 Basic Annual Limit, \$30,000 Age 50 Catch-Up Limit, \$45,000 Pre-Retirement Catch-Up Limit

** Based on 2023 IRS contribution limits. Limits subject to change based on IRS guidelines



For questions, contact the Human Resources Department at (562) 904-7292, scan QR Code or visit www.downeyca.org/employees