



PART-TIME EMPLOYEES

Please visit myanaheimbenefits.com for detailed information on benefits offered by the City

MEDICAL PLANS

Effective January 2024

Part-time employees may be eligible for medical insurance pursuant to the federal Affordable Care Act (ACA), applicable labor union contracts, or Personnel Rules.

Two Kaiser Permanente HMO plan options with vision care are available. Kaiser HMO 2 is only available if an employee has been benefit-eligible with the City for a minimum of 2 years.

| Plan | Total Monthly Cost | City Cost | Employee Cost | Cost per Pay Period |
|---------------------|--------------------|-----------|---------------|---------------------|
| Kaiser HMO 1 | | | | |
| Single | \$ 615.47 | \$ 524.39 | \$ 91.08 | \$ 45.54 |
| Two-Party | \$ 1,230.94 | \$ 524.39 | \$ 706.55 | \$ 353.28 |
| Family | \$ 1,741.77 | \$ 524.39 | \$1,217.38 | \$ 608.69 |
| Kaiser HMO 2 | | | | |
| Single | \$ 699.18 | \$ 524.39 | \$ 174.79 | \$ 87.40 |
| Two-Party | \$ 1,398.36 | \$ 524.39 | \$ 873.97 | \$ 436.99 |
| Family | \$ 1,978.68 | \$ 524.39 | \$ 1,454.29 | \$ 727.15 |

ADDITIONAL PLANS OFFERED TO AFSCME PART-TIME EMPLOYEES

| AFSCME PT ONLY Plan | Total Monthly Cost | City Cost | Employee Cost | Cost per Pay Period |
|--------------------------------|--------------------|-----------|---------------|---------------------|
| Blue Shield Trio HMO | | | | |
| Single | \$ 768.14 | \$ 524.39 | \$ 243.75 | \$ 121.88 |
| Two-Party | \$ 1,539.46 | \$ 524.39 | \$ 1,015.07 | \$ 507.54 |
| Family | \$ 2,177.38 | \$ 524.39 | \$ 1,652.99 | \$ 826.50 |
| Blue Shield ACCESS HMO | | | | |
| Single | \$ 974.40 | \$ 524.39 | \$ 450.01 | \$ 225.01 |
| Two-Party | \$ 1,952.84 | \$ 524.39 | \$ 1,428.45 | \$ 714.23 |
| Family | \$ 2,762.04 | \$ 524.39 | \$ 2,237.65 | \$ 1,118.83 |
| Blue Shield PPO SAVINGS | | | | |
| Single | \$ 1,367.78 | \$ 524.39 | \$ 843.39 | \$ 421.70 |
| Two-Party | \$ 2,735.54 | \$ 524.39 | \$ 2,211.15 | \$ 1,105.58 |
| Family | \$ 3,870.81 | \$ 524.39 | \$ 3,346.42 | \$ 1,673.21 |
| Blue Shield FULL PPO | | | | |
| Single | \$ 1,630.05 | \$ 524.39 | \$ 1,105.66 | \$ 552.83 |
| Two-Party | \$ 3,260.13 | \$ 524.39 | \$ 2,735.74 | \$ 1,367.87 |
| Family | \$ 4,613.09 | \$ 524.39 | \$ 4,088.70 | \$ 2,044.35 |



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VISION CARE

Vision Coverage is included with the medical plan you elect. The following charts show what each medical plan covers.

| | INITIAL EYE EXAM | FRAMES, LENSES, AND CONTACTS |
|---|--|--|
| Kaiser HMO 1 | No charge for routine eye exam | |
| Kaiser HMO 2 | \$15.00 copay (annual) | After a \$59 fitting fee, up to \$150.00 retail allowance (every 24 months) |
| Blue Shield Access+ HMO & Blue Shield Trio HMO (AFSCME ONLY) | No charge (annual; must use a network provider) | No charge up to \$200 materials allowance every 12 months, plus discounted fees through EyeMed |
| Blue Shield Full PPO (AFSCME ONLY) | In-Network: No charge (annual) Out-of-Network: 40% (no deductible) (annual) | No charge up to \$200 materials allowance every 12 months, plus discounted fees through EyeMed (In- Network) |
| Blue Shield PPO Savings (AFSCME ONLY) | In-Network: No charge (annual) Out-of-Network: 30% (annual) | No charge up to \$200 materials allowance every 12 months, plus discounted fees through EyeMed (In- Network) |

Medicare

Employees hired after March 31, 1986 pay 1.45% towards the Medicare plan. The City does not participate in Social Security.

RETIREMENT

California Public Employees Retirement System (CalPERS)

Part-time eligible employees become members of CalPERS as either Classic or New members. See the CalPERS website on [Public Employee’s Pension Reform Act \(PEPRA\)](#) for Classic and New member definitions.

Mandatory Part-Time Deferred Compensation (457) Plan

Part-time employees not eligible for CalPERS are required to participate in the City’s part-time 457 plan, as a replacement plan for Social Security. Part-time employees contribute 7.5% of their earnings in the plan each pay period.



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TAX DEFERRED SAVINGS PLAN

Deferred Compensation (457) Plan

City employees may participate (voluntarily) on a pre-tax and/or after-tax Roth basis to a deferred compensation plan offered by the City. With this plan, you have the flexibility to save additional funds for retirement. Contribution limits are set by the IRS each tax year.

LEAVE PROVISIONS

Sick Leave

Part-time employees earn 1 hour of paid sick leave for every 30 hours worked, up to a maximum of 80 hours in a calendar year. Paid sick leave accruals may carry over to the following calendar year.

Sick leave balances are capped either at 80 hours or pursuant to the applicable labor union contract or Personnel Rules.

For more information, see bargaining unit labor contracts or Personnel Rules on Anaheim.net.

EMPLOYEE ASSISTANCE PLAN

REACH

The City offers the REACH employee assistance plan (EAP) which is available free of charge to all City employees and their families. REACH provides free confidential counseling for both personal and work-related issues. REACH counselors are experienced, licensed professionals who have special training in employee assistance consultation.

EMPLOYEE WELLNESS PROGRAM

VITALITY

The City is proud to partner with Vitality to offer wellness programs that can help you live the healthiest life you can. We use a web-based health enhancement resource that provides members who are enrolled in the City's medical coverage the motivation and rewards to practice healthy living every day. You must be eligible for medical benefits as a part-time employee to participate in Vitality.

MISCELLANEOUS BENEFITS

Online Employee Discounts

Exclusive discounts and special offers from top brands nationwide including home essentials, electronics, streaming services, apparel, food delivery, educational programs, automotive, health and wellness, plus the best deals in travel and entertainment through TicketsatWork.