

CITY WIDE MEDICAL CONTRIBUTIONS**City of Manteca - Administrative Policy and Procedure**

Section 1: PURPOSE

To establish an equitable city-wide medical contribution for all eligible employees.

Section 2: PROCEDURE

The City agrees to contribute to eligible employees' medical premiums for the following monthly rates and employees will be responsible for premium costs in excess of this amount, effective January 1, 2026:

<u>Coverage Level:</u>	<u>Monthly City Contribution:</u>
Employee only	\$1,050
Employee + 1	\$2,000
Family	\$2,700
Cash in Lieu	\$800

If an employee selects a medical plan greater than the City contribution amount, the Employee will pay the difference as a payroll deduction. If an employee selects a medical plan less than the City contribution amount, the unused contribution dollars will be maintained by the City.

The opt out option can be taken as cash or deposited into a City deferred compensation plan account pretax.

The cash in lieu option may be changed each year during the established medical open enrollment dates unless there is a qualifying event outside of open enrollment creating eligibility. Changes to the cash in lieu option must be in writing prior to any requested changes made. The effective date of the requested change will occur on January 1 of the following year.

An annual evaluation of these contribution rates will occur prior to budget adoption for the following calendar year for any potential contribution increases. Any recommended changes will be presented to a public council meeting for consideration. The effective date of rate changes will occur on January 1 of the following year.