

**City of Signal Hill**  
**Employee Benefits**  
**All Full-Time Employees**  
*Effective January 1, 2026*

Health                      \$1,200 per month City contribution to health benefits. If health premiums exceed \$1,200 per month, employees are eligible for an additional \$800 per month, for a maximum City contribution of \$2,000 per month.

Dental                      \$70/mo. maximum City contribution

Delta Care USA	COST	FOR OPTIONAL BENEFITS**
Delta Care - Employee	\$18.24 (\$0 OOP*)	\$51.76
Employee +1	\$30.10 (\$0 OOP*)	\$39.90
Family	\$44.52 (\$0 OOP*)	\$25.48

Delta DPO (Fee-For-Service)	COST	FOR OPTIONAL BENEFITS**
Delta DPO - Employee	\$52.63 (\$0 OOP*)	\$17.37
Employee +1	\$97.97 (\$27.97 OOP*)	\$0
Family	\$160.94 (\$90.94 OOP*)	\$0

\*OOP = Out of Pocket

\*\*For miscellaneous employees only, POA and POA management participate in a dental pool

Vision                      \$14.61/mo. maximum City contribution

	COST	OOP*
Employee Only	\$14.61	(\$0 OOP*)
Employee +1	\$22.69	(\$8.08 OOP*)
Family	\$36.00	(\$21.39 OOP*)

\*OOP = Out of Pocket

*Eligible dependents include spouse, registered domestic partner, children under age 26, and certified disabled dependents.*

**Miscellaneous and Management Employees Only**

Short Term Disability                      67% of up to \$746 of an employee's weekly earnings, which is a maximum of \$500 per week in benefit.

Long Term Disability                      60% of up to \$8,333 of an employee's monthly earnings, which is a maximum of \$5,000 in monthly benefit.

**Life Insurance Policy**

Police Officers                      \$50,000 policy

Miscellaneous Employees                      \$50,000 policy

Management Employees                      3 times annual salary to maximum of \$300,000