



## Flex Credits for MEA

Members of the Municipal Executives Association (MEA) receive a *Management Cafeteria Plan* that provides flexible credits. The amount of flexible credits varies based on the medical plan and coverage tier the MEA member is enrolled in. Enrollment in health benefits is not required in order to receive the flexible credits. These credits can be applied toward both pre-tax health benefits and post-tax benefits such as voluntary benefits. You may choose any combination to fit your needs and budget. If the premium contributions for your benefit choices cost more than your flex credits, you pay the balance from your salary. If your benefits choices cost less than your available flex credits, you will receive cashback as taxable, non-pensionable earnings in your paycheck.

| 2027 MEA Flex Credits (Biweekly)                                                |               |             |                           |                       |                           |             |            |
|---------------------------------------------------------------------------------|---------------|-------------|---------------------------|-----------------------|---------------------------|-------------|------------|
|                                                                                 | EMPLOYEE ONLY | EMPLOYEE +1 | EMPLOYEE +2 OR MORE       |                       |                           |             |            |
|                                                                                 |               |             | Health Net CanopyCare HMO | Kaiser Permanente HMO | Blue Shield of California |             |            |
|                                                                                 |               |             |                           |                       | Trio HMO                  | Access+ HMO | PPO        |
| CITY AND COUNTY OF SAN FRANCISCO                                                |               |             |                           |                       |                           |             |            |
| MEA Miscellaneous<br>Unrep. Managers<br>Unrep. Employees<br>MEA Fire and Police | \$567.26      | \$654.53    | \$1,008.80                | \$1,122.45            | \$1,293.01                | \$1,608.59  | \$1,608.59 |
| MUNICIPAL TRANSPORTATION AGENCY (MTA)                                           |               |             |                           |                       |                           |             |            |
| MEA<br>Unrep. Managers                                                          | \$567.26      | \$654.53    | \$1,008.80                | \$1,122.45            | \$1,293.01                | \$1,608.59  | \$1,608.59 |
| SUPERIOR COURT OF SAN FRANCISCO                                                 |               |             |                           |                       |                           |             |            |
| MEA<br>Unrep. Managers<br>Court Duty Officer<br>Courts Comm. Assoc.             | \$1,643.00    | \$1,643.00  | \$1,643.00                | \$1,643.00            | \$1,643.00                | \$1,643.00  | \$1,643.00 |

Eligible Municipal Executives Association employees of the City and County of San Francisco, Superior Court of California, County of San Francisco may apply these Flex Credits to a variety of benefit options, including payment of employee medical, vision or dental premium contributions or voluntary benefits.