

2016
CITY OF EDMONDS
SUMMARY OF BENEFITS - (NON-REPRESENTED) EMPLOYEES

HEALTH INSURANCE: AWC Regence Healthfirst Plan or AWC Group Health \$10 Co-pay Plan
Family coverage available (Base + Major-Med Plan)
Premium cost is paid: 90% for employee;
90% - City, 10% - Employee for Dependents
Family of four - cost to Employee is \$209.88**

DENTAL INSURANCE: Delta Dental Plan - family coverage (\$1500 yearly limits)
Progressive co-payment (70% to 100%)
Includes \$1000 Orthodontia rider
Family of four - Employee Cost is \$18.40**

VISION INSURANCE: VSP Plan
Family coverage - \$10 deductible
Family of four - Employee cost \$2.95**

LIFE INSURANCE: Basic Term Life - Directors/Managers: Life Insurance equal to annual salary;
Other non-reps: Life Insurance equal to half annual salary; \$1,000 on the dependents. Premium is fully paid by the City.
\$150,000 - for duty related death - WA State

RETIREMENT: State Retirement is mandatory - PERS Contribution Rates:

	City	Employee
PERS II	7.21%	4.64% (9/1/11)
PERS II	9.19%	4.92% (7/1/13)
PERS II	11.18%	6.12% (7/1/15)

MEBT: Retirement program in lieu of Social Security
Contribution Rate: City and Employee 6.2% each
Includes Long Term Disability & \$100,000 life insurance

MEDICARE: Employees hired after 4/86 pay 1.45%

VACATION: Director: Shall accrue 22 days a year.
Managers & Directors - 24 hours of management leave per calendar year (not allowed to be carried over)
Other: No vacation during the first 6 months; after 6 months of continuous service - 5 days; 1 through 5 years - 11 days vacation; 6 through 11 years - 16 days of vacation; 12 through 19 years - 22 days of vacation; 20 through 24 years - 25 days of vacation; beyond 25 years - 27 days of vacation

SICK LEAVE: Earned at the rate of one working day each full calendar month of service.
Maximum accrual is 1000 hours

HOLIDAYS: Eleven paid holidays per year

457 PLAN: Employee only contribution -Deferred Compensation; State Plan (DRS), Nationwide, and ICMA

FLEXIBLE SAVINGS ACCOUNTS: The City offers employee funded (pre-tax) FSA's for daycare, medical cost, and public transit related costs.

SUPPLEMENTAL INSURANCE: AFLAC offers employee-paid short term disability insurance, cancer insurance, accident insurance and others. Cigna offers additional, employee-paid supplemental life insurance.

**See reverse side for cost breakdown

2016 HEALTH INSURANCE PREMIUM RATES - MONTHLY
NON-REPRESENTED EMPLOYEES
2016 HEALTH BENEFITS

<u>REGENCE HEALTHFIRST (AWC)</u>	<u>TOTAL</u> 2016	<u>CITY</u> PAYS	<u>EMPLOYEE</u> PAYS
GENERAL EMPLOYEE	720.28	648.25	72.03
Spouse	725.73	653.16	72.57
First Child	357.06	321.35	35.71
Second Child	295.87	266.28	29.59

<u>GROUP HEALTH</u>	<u>TOTAL</u> 2016	<u>CITY</u> PAYS	<u>EMPLOYEE</u> PAYS
GENERAL EMPLOYEE	603.08 *	542.77	60.31
Spouse	594.21	534.79	59.42
First Child	276.69	249.02	27.67
Second Child	276.69	249.02	27.67

**Includes EAP services cost*

<u>DENTAL BENEFITS</u>	<u>TOTAL</u> 2016	<u>CITY</u> PAYS	<u>EMPLOYEE</u> PAYS
<u>PLAN - F Plus ORTHODONTIA</u>			
GENERAL EMPLOYEE	56.02	50.42	5.60
EMPLOYEE + 1	106.68	96.01	10.67
EMPLOYEE + 2 or more	183.99	165.59	18.40

<u>VISION BENEFITS</u>	<u>TOTAL</u> 2016	<u>CITY</u> PAYS	<u>EMPLOYEE</u> PAYS
<u>\$10.00 Deductible</u>			
GENERAL EMPLOYEE	9.82	8.84	0.98
EMPLOYEE + 1	19.64	17.68	1.96
EMPLOYEE + 2 or more	29.46	26.51	2.95