

**2015  
CITY OF EDMONDS  
SUMMARY OF BENEFITS- POLICE OFFICER EMPLOYEES**

**HEALTH INSURANCE:** AWC Regence Healthfirst Plan or AWC Group Health \$10 Co-pay Plan  
Family coverage available (Base + Major Med Plan)  
Premium cost paid for: Employee 100% Dependents @ 90%  
Family of four - cost to Employee is **\$133.78\*\***

**DENTAL INSURANCE:** Delta Dental Plan - family coverage (\$1500 yearly limits)  
Progressive co-payment (70% to 100%)  
Includes \$1000 Orthodontia  
Family of four - Employee Cost is **\$12.80\*\***

**VISION INSURANCE:** VSP Plan  
Family coverage - \$10 deductible  
Family of four - Employee cost is **\$1.96\*\***

**LIFE INSURANCE:** Basic Term Life - \$10,000 Employee's life, \$1,000 dependents  
Premium is fully paid by the City  
\$150,000 for duty related death - WA State LEOFF  
\$339,310.00 for duty related death - Federal (10/1/14)

**RETIREMENT:** Mandatory State Retirement - LEOFF Contribution Rates:

	<u>City</u>	<u>Employee</u>
LEOFF II	5.23%	8.45% (as of 7/1/09)
LEOFF II	5.24%	8.46% (as of 9/1/09)
LEOFF II	5.23%	8.41% (as of 9/1/13)

**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%

**UNION DUES:** **\$58.50 for police officers, plus \$23.00 for benevolent fund**

**VACATION:** Refer to Union Contract

**SICK LEAVE:** Earned at the rate of 9 hrs/mo. (effective 1/1/06)  
Maximum accrual is 1000 hours

**HOLIDAYS:** Effective 1/1/06, Holiday Bank of time - 110 hours (10 hour days)  
(88 hours are eligible for employer re-purchase)

**457 PLAN:** 2.0% base wage employer contribution deferral.  
Also offered: (DRS), Nationwide, or ICMA

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

**SUGGESTIONS:** Monetary awards are made for cost-saving suggestions

**\*\* See reverse side for cost breakdown**