

**2015\***  
**CITY OF EDMONDS**  
**SUMMARY OF BENEFITS - SEIU 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% - City, 10% - Employee  
Family of four - cost to Employee is **\$203.68\*\***

**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 is **\$2.95\*\***

**LIFE INSURANCE:** Basic Term Life - \$10,000 on Employee's life  
\$1,000 on the dependents  
Premium is fully paid by the City  
\$150,000 - for duty related death - WA State

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

	<u>City</u>	<u>Employee</u>
PERS II	7.07%	4.59% (7/1/11)
PERS II	7.21%	4.64% (9/1/11)
PERS II	9.19%	4.92% (7/1/13)

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

**MEDICARE:** Employees hired after 4/86 pay 1.45%

**UNION DUES:** 1.7% (of gross wages)

**VACATION:** See union contract

**SICK LEAVE:** Earned at the rate of one day per month of service  
Maximum accrual is 1000 hours

**HOLIDAYS:** 11 paid holidays + 1 floating holiday\*

**457 PLAN:** Deferred Compensation; State Plan (DRS), Nationwide, & ICMA

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

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

***\*Please note: This contract is currently under negotiation; some of the benefit information reflected in this summary may be updated after the contract is settled.***

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