

**2015  
CITY OF EDMONDS  
SUMMARY OF BENEFITS FOR CITY COUNCIL MEMBERS**

|                                       |                                                                                                                                                                                                                                                                                                                                                     |
|---------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>HEALTH INSURANCE:</b>              | Choice between AWC Regence Healthfirst Plan or Group Health \$10 Co-pay Plan<br>Family coverage available (Base + Major-Med Plan)<br>Premium cost is paid at 90%-City 10%-for Employee <b>ONLY*</b><br><i>*As of 1/1/13 Cafeteria style plan option:<br/>2014-\$1000 per month total base pay with toward employee benefits + \$688.28</i>          |
| <b>DENTAL INSURANCE:</b>              | Delta Dental Plan - family coverage available (\$1500 yearly limits)<br>Progressive co-payment (70% to 100%)<br>Includes \$1000 Orthodontia<br>Premium cost is paid at 90%-City 10%-for Employee <b>ONLY*</b><br><i>As of 1/1/13 Cafeteria style plan option:<br/>2014-\$1000 per month total base pay with toward employee benefits + \$688.28</i> |
| <b>VISION INSURANCE:</b>              | VSP Plan - family coverage available<br><i>As of 1/1/13 Cafeteria style plan option:<br/>2014-\$1000 per month total base pay with toward employee benefits + \$688.28</i>                                                                                                                                                                          |
| <b>LIFE INSURANCE:</b>                | Basic Term Life - \$10,000 on Employee's life<br>\$1,000 on the dependents.<br>Premium is fully paid by the City.                                                                                                                                                                                                                                   |
| <b>MEBT:</b>                          | Retirement program in lieu of Social Security<br>Contribution Rate: City and Employee 6.2% each                                                                                                                                                                                                                                                     |
| <b>MEDICARE:</b>                      | Employees hired after 4/86 pay 1.45%                                                                                                                                                                                                                                                                                                                |
| <b>457 PLAN:</b>                      | We offer three Deferred Compensation Programs<br>Employee funded (pre-tax) - no employer match<br>State Plan, Nationwide, and ICMA                                                                                                                                                                                                                  |
| <b>FLEXIBLE SAVINGS ACCOUNTS:</b>     | The City offers employee funded (pre-tax) FSA's for daycare and public transit related costs.                                                                                                                                                                                                                                                       |
| <b>SUPPLEMENTAL INSURANCE:</b>        | AFLAC offers employee paid short term disability insurance, cancer insurance, accident insurance, and other coverage on a self-pay basis. Standard Insurance offers employee paid supplemental life insurance.                                                                                                                                      |
| <b>VACATION / SICK LEAVE ACCRUAL:</b> | Not offered as part of the benefit package.                                                                                                                                                                                                                                                                                                         |
| <b>PENSION:</b>                       | Not offered as part of the benefit package.                                                                                                                                                                                                                                                                                                         |

**This summary does not guarantee benefits.**

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