

**2017
CITY OF EDMONDS
SUMMARY OF BENEFITS - TEAMSTERS 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 \$219.33**										
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 \$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: <table border="0" style="margin-left: 40px;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;">City</th> <th style="border-bottom: 1px solid black;">Employee</th> </tr> </thead> <tbody> <tr> <td>PERS II 7.07%</td> <td>4.59% (7/1/11)</td> </tr> <tr> <td>PERS II 7.25%</td> <td>4.64% (9/1/11)</td> </tr> <tr> <td>PERS II 9.19%</td> <td>4.92% (7/1/13)</td> </tr> <tr> <td>PERS II 11.18%</td> <td>6.12% (7/1/15)</td> </tr> </tbody> </table>	City	Employee	PERS II 7.07%	4.59% (7/1/11)	PERS II 7.25%	4.64% (9/1/11)	PERS II 9.19%	4.92% (7/1/13)	PERS II 11.18%	6.12% (7/1/15)
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MEBT:	Retirement program in lieu of Social Security Contribution Rate: City and Employee 6.2% each Includes Long Term Disability & \$100,000 life insurance (employee paid)										
MEDICARE:	Employees hired after 4/86 pay 1.45%										
UNION DUES:	2.25 x hourly wage rate										
VACATION:	See Union Contract										
SICK LEAVE:	Earned at the rate of one day per month of service Maximum accrual is 1000 hours										
HOLIDAYS:	Teamsters - 11 paid holidays plus one floater*										
457 PLAN:	Deferred Compensation; State Plan, Nationwide, and ICMA										
FLEXIBLE SAVINGS ACCOUNTS:	The City offers employee funded (pre-tax) FSA's for daycare and public transit related costs. Teamsters participates in an optional, cost shared medical FSA.										
SUPPLEMENTAL INSURANCE:	AFLAC offers employee paid short term disability insurance, cancer insurance, and accident insurance. Cigna offers additional, employee paid supplemental life insurance.										
SUGGESTIONS:	Monetary awards are made for cost-saving suggestions										

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

2017 HEALTH INSURANCE PREMIUM RATES - MONTHLY
SEIU and TEAMSTERS
2017 HEALTH BENEFITS

<u>REGENCE HEALTHFIRST (AWC)</u>	TOTAL 2017	CITY PAYS	EMPLOYEE PAYS
GENERAL EMPLOYEE	752.67	677.40	75.27
Spouse	758.36	682.52	75.84
First Child	373.12	335.81	37.31
Second Child	309.17	278.25	30.92

<u>GROUP HEALTH</u>	TOTAL 2017	CITY PAYS	EMPLOYEE PAYS
GENERAL EMPLOYEE	610.32 *	549.29	61.03
Spouse	601.34	541.21	60.13
First Child	306.56	275.90	30.66
Second Child	306.56	275.90	30.66

**Includes EAP services cost*

<u>DENTAL BENEFITS</u>	TOTAL 2017	CITY PAYS	EMPLOYEE PAYS
PLAN - F Plus ORTHODONTIA			
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>	TOTAL 2017	CITY PAYS	EMPLOYEE PAYS
\$10.00 Deductible			
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