

2015*
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 **\$203.68****

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:

	<u>City</u>	<u>Employee</u>
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)

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

****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**