

## **City of Shoreline Explanation of Benefits**

Each full-time employee is allocated \$739 (Tier I) per month to buy benefits. If the employee does not use the entire \$739, the remaining amount goes into a deferred compensation plan. If the cost is greater than \$739, the employee moves to Tier II, and is able to receive an additional contribution from the City of up to a total of \$975. Any additional costs are paid by the employee. All benefit allocations are pro-rated for part-time regular staff.

### **MEDICAL**

Optional coverage for employee and dependents. Open enrollment is in December, effective January 1. Both plans includes a copay pharmacy benefit.

#### **Regence Blue Shield PPO**

Employee	\$298.60
Spouse	\$298.60
1st Dependent	\$144.20
2nd + all others	\$119.15

#### **Group Health Copay Plan 2**

Employee	\$303.20
Spouse	\$293.85
1st Dependent	\$149.67
2nd + all others	\$149.67

### **DENTAL:**

Mandatory participation for employee (and dependents, if not covered elsewhere).

#### **Wash. Dental Service Plan F**

Employee	\$ 46.50
Employee + 1	\$ 87.90
Employee + 2 or more	\$138.70

### **VISION:**

Mandatory participation.

#### **Vision Services Plan**

Full family	\$ 15.76 (\$25 deductible)
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### **TERM LIFE & AD&D:**

Mandatory participation for employee equivalent to annual salary (\$50,000 cap); additional coverage available up to \$100,000 (additional rate based on age); spouse coverage also available.

#### **Standard Life Insurance**

Employee Base Coverage	\$10.50 max/month.
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### **LONG-TERM DISABILITY:**

Mandatory coverage, rate based on salary. (Annual/12/100 x .21).

**PERS:** - Mandatory State retirement

<b>Plan I</b>	Employee 6.00% Employer 1.32%
<b>Plan II</b>	Employee 0.65% Employer 1.32%
<b>Plan III</b>	Employee 5 – 15% (choice of 5-15%) Employer 1.32%

**SOCIAL SECURITY REPLACEMENT:**

Mandatory 401a

<b>Nationwide</b>	Employee 6.20% Employer 6.20%
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**DEFERRED COMPENSATION PLAN:**

Mandatory for any remaining funds from \$739 allocation). Investment offered through Nationwide, ICMA or State 457 plan; personal payroll deduction may be added or created up to \$13,000 max per year.

**VACATION:**

Accrued at 8 hours per month for regular full-time employees, with added amounts in future years according to policies in Employee Handbook.

**SICK LEAVE:**

Accrued at 8 hours per month for regular full-time employees.

**HOLIDAYS:**

Ten formal holidays plus 2 personal days are awarded annually to full-time regular employees. Three additional days of management leave are awarded to FLSA Exempt staff.