

BENEFITS FACT SHEET

CITY OF SHORELINE 2012

Our 2012 budget proposes to allocate to each full-time regular employee \$890 (Tier I) per month to buy benefits. If the employee does not use the entire \$890, the remaining amount goes into a deferred compensation plan. If the cost is greater than \$890, the employee moves to Tier II, and is able to receive an additional contribution from the City of up to a total of \$1448. The employee pays costs that exceed \$1448. (See examples on next page) All benefit allocations are pro-rated for part-time regular staff.

MEDICAL: Optional coverage for employee and dependents. Open enrollment is October 27th through November 4th, effective January 1, 2012.

		<u>2011</u>	<u>2012</u>
Regence Blue Shield AWC HealthFirst (Formerly PPO Plan)	Employee	568.00	617.87
	Spouse	571.90	622.11
	1 st dep	280.20	304.80
	2 nd & all others	231.80	252.15

Regence pharmacy co-pays are \$4 (generic), \$15 (name brand formulary, preferred) or \$35 (name brand not on the formulary) with a limit of a 34-day supply. Prescriptions can be filled through mail order for \$8 (generic), \$30 (name brand formulary preferred) or \$70 (name brand not on the formulary) for a 90-day supply.

Group Health Co-pay Plan 2	Employee	423.92	455.01
	Spouse	416.28	447.37
	1 st dep	210.93	226.67
	2 nd & all others	210.93	226.67

Group Health pharmacy co-pays are \$10 and covered in full after payment. Some exclusions apply. \$5 discount per 30 day supply for mail order prescriptions

DENTAL: Optional coverage for employee and dependents. Open enrollment is October 27th through November 4th, effective January 1, 2012.

Wash. Dental Service Plan F	Employee	55.07	50.89
	Employee + 1 dep	104.08	96.19
	Emp. + 2 or more	164.27	151.89

Willamette Dental – \$10 Copay Plan	Employee	56.90	61.60
	Emp. + 1 dep	106.40	115.15
	Emp. + 2 or more	169.85	183.85

VISION: Mandatory participation.

Vision Services Plan (VSP)	Full family - \$25 deductible	15.67	16.82
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TERM LIFE & AD&D: Mandatory coverage, \$50,000 cap based on salary (annual salary/1000 x .18); supplemental coverage to additional \$100,000 available, based on age. Spouse can purchase up to equivalent of half of employee's supplemental amount.

Standard Insurance

Base coverage = \$9 max/month

LONG-TERM DISABILITY: Mandatory coverage, rate based on salary.

Annual salary/12/100 x .18

PERS: (Mandatory State retirement)

Plan I	Employee	6.00%
	Employer	7.25%
Plan II	Employee	4.64%
	Employer	7.25%
Plan III	Employee	Choice of 5-15%
	Employer	7.25%

SOCIAL SECURITY REPLACEMENT: (Mandatory 401a)

Employee	6.20%
Employer	6.20%

DEFERRED COMPENSATION PLAN: (Mandatory for any remaining funds from \$890 monthly allocation). Investments offered through TIAA-CREF Deferred Compensation Plan; voluntary payroll deduction may be added or created up to \$17,000 max for year 2012.

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 two personal days are awarded annually to full-time regular employees. Three additional days of management leave are awarded to FLSA Exempt staff.

EXAMPLES OF 95/5 TIER PLAN

Minimum (Tier I): \$890 (through 2012), 2012 maximum contribution increased by 5.7%. City policy is for minimum contribution to increase by 50% of the maximum contribution with a cap of 5%.

Maximum (using Tier I and Tier II): \$1448 (for 2012), 95% of the lowest cost total health insurance premiums (Group Health in 2012) for an employee + spouse + 2 or more dependents.

These examples assume Regence and Group Health medical coverage, AWC Plan F dental coverage, Vision coverage, plus an additional \$19 for life and disability (rates vary depending on pay rate) each month.

Employee #1: Chooses coverage only for self:

	<u>Regence</u>	<u>Group Health</u>
City's minimum contribution	\$890.00	\$890.00
Total monthly premium costs	\$704.58	\$541.72
Unused amount (to deferred comp)	\$185.42	\$348.28
Employee contribution	0	0

Because employee does not use the total minimum City contribution, the remainder goes to deferred comp.

Employee #2: Chooses coverage for self and spouse:

	<u>Regence</u>	<u>Group Health</u>
City's minimum contribution	\$890.00	\$890.00
Total monthly premium costs	\$1371.99	\$1034.39
Additional contribution by City	\$481.99	\$144.39
Employee contribution	0	0

For Regence the minimum does not cover the total premium costs, the employee receives an additional City contribution of \$481.99 for a total of \$1371.99. The employee pays nothing out-of-pocket for insurance choices.

For Group Health the minimum does not cover the total premium costs, the employee receives an additional City contribution of \$144.39 for a total of \$1034.39. The employee pays nothing out-of-pocket for insurance choices.

Employee #3: Chooses coverage for self, spouse and two children:

	<u>Regence</u>	<u>Group Health</u>
City's minimum contribution	\$890.00	\$890.00
Total monthly premium costs	\$1984.64	\$1543.43
Additional contribution by City	\$558.00	\$558.00
Employee contribution	\$536.64	\$95.43

For Regence the minimum does not cover the total cost of the benefits, the employee receives an additional City contribution of \$558 for a total of \$1448 (the maximum). The employee pays out-of-pocket expenses of \$536.64 per month for insurance choices.

For Group Health the minimum does not cover the total cost of the benefits, the employee receives an additional City contribution of \$558 for a total of \$1448 (the maximum). The employee pays out-of-pocket expenses of \$95.43 per month for insurance choices.