

2022 SUMMARY OF BENEFITS UNREPRESENTED EMPLOYEES



Medical Insurance

- Coverage begins on the 1st of the month following date of hire
- Employee selects one health option; read the plan summaries for details

Regence BlueShield (PPO)		
Plan Name	HealthFirst 250	High Deductible
Network	PPO preferred network	PPO preferred network
Deductible	\$250/person \$750/family	\$1,500 individual coverage \$3,000 family coverage
Typical patient responsibility	10% coinsurance	20% coinsurance
Prescriptions	\$5 generic \$25 name brand formulary \$50 name brand non-formulary \$100 specialty medications	\$20% coinsurance Optimum value drugs not subject to deductible
Out-of-pocket maximum	\$3,000/person \$6,000/family	\$5,000/person \$10,000/family
Premium cost-sharing	<i>Employee pays 5% of employee premium and 15% of spouse/dependent premiums</i> Employee only: \$40.89 Employee + spouse: \$164.59 Employee + spouse + 1 child: \$225.52 Employee + spouse + 2 or more children: \$275.90 Employee + 1 child: \$101.82 Employee + 2 or more children: \$152.20	<i>City pays 100% of premium for employee and spouse/dependents</i> City also contributes monthly to employee's health savings account: \$187.50 – employee only \$270.83 – employee with dependents

Kaiser (HMO)		
Plan Name	Kaiser 200	High Deductible
Network	Kaiser Permanente providers and facilities	
Deductible	\$200/person \$400/family	\$1,500 individual coverage \$3,000 family coverage
Typical patient responsibility	\$20 copay, then 10% coinsurance	20% coinsurance
Prescriptions	\$10 preferred generic \$20 preferred brand \$40 non-preferred	\$20% coinsurance Optimum value drugs not subject to deductible
Out-of-pocket maximum	\$2,500/person \$5,000/family	\$5,000/person \$10,000/family
Premium cost-sharing	<i>Employee pays 5% of employee premium and 15% of spouse/dependent premiums</i> Employee only: \$34.90 Employee + spouse: \$137.85 Employee + spouse + 1 child: \$190.38 Employee + spouse + 2 or more children: \$242.91 Employee + 1 child: \$87.43 Employee + 2 or more children: \$139.96	<i>City pays 100% of premium for employee and spouse/dependents</i> City also contributes monthly to employee's health savings account: \$187.50 – employee only \$270.83 – employee with dependents

Dental Insurance

- Coverage is through Delta Dental, begins on the 1st of the month following date of hire
- Premium is 100% paid by the City (employee, spouse, dependents)
- No deductibles
- 2 cleanings per year
- Annual maximum - \$1,500
- Lifetime orthodontia maximum - \$2,000
- This is an incentive plan. All preventative and maintenance work is covered at 100% the first year. Each calendar year you use your dental benefits, your incentive level remains at 100%. If you do not use the plan for a calendar year, your incentive level will decrease by 10% from the last payment level, but will never go below 70%.

Vision Insurance

- Coverage is through Vision Services Plan (VSP), begins on the 1st of the month following date of hire
- Premium is 100% paid by the City (employee, spouse, dependents)
- No co-pays
- Plan provides for an eye exam, lenses or contacts every 12 months from your last date of service
- Plan provides for frames every 24 months from your last date of service

Life Insurance

- Administered by Association of Washington Cities
- Provider: The Standard
- Coverage: \$40,000
- Premium is 100% paid by the City, includes accidental death and dismemberment coverage
- Optional additional life insurance available at a pre-tax rate at employee's expense (up to \$500,000)

Long Term Disability

- Administered by Association of Washington Cities
- Provider: The Standard
- Premium is 100% paid by the City
- If employee becomes disabled and unable to work, provides 67% benefit with 90-day waiting period

Retirement Savings

- Public Employee Retirement System (PERS)
 - Choice of 2 plans (Plan 2 or Plan 3)
 - Mandatory employee contribution set by DRS (varies with plans)
 - City contribution to General Fund set by DRS (10.39% as of Sept. 1, 2022)
- Deferred Compensation (voluntary tax-deferred savings)
 - Choice of 2 programs
 - State of Washington
 - ICMA-RC
 - Tax-deferred
 - City match of up to \$100 per month for non-department directors
 - City contribution of 4% of gross salary for department directors

Optional Pre-Tax Payroll Deduction Programs (paid by employee through payroll deduction)

- Flexible spending account for health and dependent day care
- AFLAC

Optional Guaranteed Education Tuition

- Voluntary payroll deduction for dependent tuition savings plan

City Programs

- Employee Assistance Program – 5 visits per issue
- Commute Trip Reduction Incentive - \$50/month and paid quarterly
- Wellness program - Points earned for time off or payout

Leave

- Vacation: 8 – 15.33 hours per month, increases with longevity
- Sick: 8 hours per month
- Holidays (Fixed): 12 per year
- Holidays (Floating): 1 (8 hours) per year
- Exempt Leave: 48 hours per year, pro-rated in first year (applicable to overtime-exempt positions)