

City of Shoreline Human Resources



Summary of Benefits 2017

Mandatory coverage includes Term Life Insurance, Long Term Disability, PERS (State retirement), 401a retirement plan (social security replacement), and Employee Assistance Program.

Optional coverage includes medical, dental and vision insurance, Flexible Spending Accounts for medical and/or day care costs, 457b retirement plan, and Supplemental Life Insurance.

Each full-time regular employee receives \$1,003 (Tier I) per month to buy benefits for themselves and eligible family members, including domestic partners. If the employee does not use the entire \$1,003, the remaining amount goes into a 457(b) deferred compensation plan. If the cost is greater than \$1,003, the employee moves to Tier II, and is able to receive a contribution from the City of up to a total of \$1,876. If the total cost of monthly premiums is greater than the Tier II allotment, the employee pays the premium costs that exceed \$1,876. All benefit allocations are pro-rated for part-time regular staff. Some employees in limited term positions may be eligible for benefits.

Benefit	Eligibility	Provider & Description	Cost to employees
Medical Insurance	Regular employees + eligible dependents	Optional: Regence BlueShield (*Rates reflect 2% WellCity discount) Employee: \$737.62 Spouse: \$743.19 1 st dependent: \$365.66 2 nd & all others: \$302.99 *2% WellCity discount equals savings of \$44 per month for full family, \$528 per year	
		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.	
		Optional: Group Health Cooperative \$10 Copay (*Rates reflect 2% WellCity discount) Employee: \$598.11 Spouse: \$589.31 1 st dependent: \$300.43 2 nd & all others: \$300.43 *2% WellCity discount equals savings of \$37 per month for full family, \$444 per year	
		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	

Vision	Regular employees + eligible dependents	<u>Optional: Vision Service Plan (VSP)</u> Employee: \$7.96 Employee + 1 dep.: \$15.92 Emp. + 2 or more dep. : \$23.88
Dental Insurance	Regular employees + eligible dependents	<u>Optional: Delta Dental</u> Employee: \$54.79 Employee + 1 dep.: \$103.63 Emp. + 2 or more dep. : \$162.21
		<u>Optional: Willamette</u> Employee: \$60.79 Employee + 1 dep.: \$113.87 Emp. + 2 or more dep. : \$181.43
Flexible Spending Account	Regular employees	<u>Optional: Navia</u> Pre-tax funds set aside to pay health and/or day care expenses: <ul style="list-style-type: none"> • Health Care FSA: max of \$2,600 • Day Care FSA max of \$5,000
Retirement	Regular employees	Washington State Public Employees' Retirement System (PERS) <u>Mandatory:</u> The City and employee contribute a specific percentage monthly to the member's DRS retirement: PERS I (closed to new PERS employees) - Employee 6%, Employer 11.18% PERS II – Employee 6.12%, Employer 11.18% PERS III Employee 5-15%, Employer 11.18% TIAA <u>Mandatory:</u> 401(a) Social Security Replacement Employee contribution 6.2% Employer contribution 6.2% 457(b) Deferred Compensation Plan <u>Mandatory</u> for any remaining funds from the Tier I \$1,003 monthly allocation <u>Optional:</u> Payroll deduction may be added or created up to \$18,000 max year for 2016. Age 50 or over can make catch-up contributions up to \$6,000 annually for the total of \$24,000.
Basic Group Term Life Insurance & Accidental Death and Dismemberment (AD&D)	Regular employees + eligible dependents	<u>Mandatory:</u> Equal to 1X basic annual earnings to a maximum of \$50,000 (18¢ per \$1,000 of base annual salary, \$9 per month maximum) Benefits are 60% of Basic Monthly Earnings up to a maximum of \$6,000 per month.

Group Long Term Disability	Regular employees	<p><u>Mandatory:</u> Coverage for Total Disability resulting from accidents and sicknesses (21¢ per \$100 of monthly salary).</p> <p>Benefits are 60% of Basic Monthly Earnings up to a maximum of \$6,000 per month (may begin after the Elimination Period of 180 days of absences due to a covered accident or sickness).</p>	
Supplemental Life and AD&D Insurance	Regular employees + eligible dependents	<p><u>Optional:</u> SunLife (spouse and dependents' coverage not to exceed 50% of employee's selected amount)</p> <p>Employee: An amount between \$10,000 and \$100,000, in increments of \$10,000</p> <p>Spouse: An amount between \$5,000 and \$50,000, in increments of \$5,000</p> <p>Dependents: An amount between \$1,000 and \$10,000, in increments of \$1,000</p>	
Employee Assistance Program	Regular employees + eligible dependents	<p><u>Mandatory:</u> CompPsych assistance is available to regular employees and their immediate family, including dependent children and anyone living in the household (\$1.49 per month if no other benefits are selected).</p>	
Wellness Program	Regular employees	<p><u>Optional:</u> Program includes fitness and wellness challenges, monthly newsletters.</p>	Free
Orca Passport Card	Regular employees	<p><u>Optional:</u> Includes unlimited rides on all bus and train routes for King County Metro, Sound Transit, Community Transit, Kitsap transit, Pierce Transit and Everett Transit</p>	\$52 annual
Paid Time Off	Regular employees	<p>The City offers generous vacation (up to 12 days in the 1st year of employment) and sick leave accruals (8 hours per month*), ten holidays*, and other types of leave to eligible employees such as two personal days, three management days for exempt employees and bereavement leave.</p> <p>*Regular part-time employees are eligible for prorated leave accruals and holiday pay.</p>	
Other Leaves	Eligible employees	<p>Other types of leave offered to eligible employees include disability leave, holidays for reason of faith or conscience, bereavement leave, jury duty, military leave, and leave without pay.</p>	
Other benefits	Eligible employees or positions	<p>Telecommuting, flexible work schedule, and educational reimbursement program</p>	
Parking Garage	All employees		Free
Shoreline Pool and Spartan Rec Center	Regular employees	<p>Use of the Spartan Recreation Center Gymnasium and the Shoreline Pool</p>	Free

EXAMPLES OF 95/5 TIER PLAN

Minimum (Tier I): \$1,003; City policy is for minimum contribution to increase by 50% of the year-over-year percent change for the maximum contribution with a cap of 5%.

Maximum (using Tier I and Tier II): \$1,876; 95% of the lowest cost total health insurance premiums (Group Health in 2017) for an employee + spouse + 2 or more dependents.

The following examples assume Regence and Group Health medical coverage, AWC Plan F dental coverage, Vision coverage, plus an additional \$18.10 for life and disability (rates vary depending on pay rate) each month.

Employee #1: Chooses coverage only for self	Regence	Group Health
City's minimum contribution	\$1,003	\$1,003
Total monthly premium costs	\$818	\$679
Unused amount (to deferred comp)	\$185	\$324
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	Regence	Group Health
City's minimum contribution	\$1,003	\$1,003
Total monthly premium costs	\$1,618	\$1,325
Additional contribution by City	\$615	\$322
Employee contribution	\$0	\$0
For Regence the minimum does not cover the total premium costs. The employee receives an additional City contribution of \$615 for a total of \$1,618. 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 \$322 for a total of \$1,325. The employee pays nothing out-of-pocket for insurance choices.		

Employee #3: Chooses coverage for self, spouse and two children	Regence	Group Health
City's minimum contribution	\$1,003	\$1,003
Total monthly premium costs	\$2,354	\$1,992
Additional contribution by City	\$873	\$873
Employee contribution	\$478	\$116
For Regence the minimum does not cover the total cost of the benefits, the employee receives an additional City contribution of \$873 for a total of \$1,876 (the maximum). The employee pays out-of-pocket expenses of \$478 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 \$873 for a total of \$1,876 (the maximum). The employee pays out-of-pocket expenses of \$116 per month for insurance choices.		

Special note: Employees changing coverage from Tier 1 allotment to Tier 2 or Tier 3 may pay a one-time out-of-pocket expense due to pre-funding excess allotment amounts to deferred compensation. To reconcile the employee's accounts, the allotment money that was sent to the employee's deferred compensation plan (pre-paid one month in advance when in Tier 1) will be refunded by TIAA-CREF back to the city and will be used to pay the new premiums for the dependent being added. If the refund amount is short due to market value adjustments from the Retirement Plan, the employee will pay the difference to make the refund whole.