

City of Shoreline Human Resources | Summary of Benefits 2020



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

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

Medical and dental coverage may be mandatory or optional depending on group plan participation levels. A maximum of 25% of employees may opt out of medical or dental insurance in any given year. If the opt out maximum has been reached, anyone who subsequently wants to opt out will be placed on a waiting list. During the next open enrollment period, if an opt out spot becomes available, the next person on the waiting list will be given the opportunity to opt out.

Each full-time regular employee receives \$1,019 (Tier I benefits allotment) per month to buy benefits for themselves and eligible family members, including domestic partners. If the employee does not use the entire allotment, the remaining amount goes into a 457(b) deferred compensation plan. If the cost is greater than \$1,019, the employee moves to Tier II, and is able to receive a contribution from the City of up to a total of \$1,933. If the total cost of monthly premiums is greater than \$1,933, the employee pays the premium costs that exceed the Tier II allotment. 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	Regence HealthFirst 250 (*Rates reflect 2% WellCity discount) Employee: \$743.23 Spouse: \$749.46 1 st dependent: \$369.21 2 nd & all others: \$305.23 *2% WellCity discount equals savings of \$44.23 per month for full family, \$531 per year Regence pharmacy co-pays are \$5 (generic), \$25 (name brand formulary, preferred) or \$50 (name brand not on the formulary) with a limit of a 30-day supply, and \$100 specialty medications. Prescriptions can be filled through mail order for \$10 (generic), \$50 (name brand formulary preferred), and \$100 (name brand not on the formulary) for 3-month supply.	
		Kaiser Permanente \$20 Co-Pay/\$200 Deductible (*Rates reflect 2% WellCity discount) Employee: \$619.34 Spouse: \$609.01 1 st dependent: \$310.76 2 nd & all others: \$310.76 *2% WellCity discount equals savings of \$37.75 per month for full family, \$453 per year Kaiser Permanente pharmacy co-pays are \$10 (generic, preferred), \$20 (brand, preferred), and \$40 (non-preferred) with a limit of a 30-day supply. Prescriptions can be filled through mail order for \$20 (generic, preferred), \$40 (brand, preferred), and \$80 (non-preferred) for 3-month supply.	
Vision	Regular employees +	Optional: Vision Service Plan (VSP) Employee: \$7.72	

	eligible dependents	Employee + 1 dep.: \$15.44 Emp. + 2 or more dep.: \$23.16	
Dental Insurance	Regular employees + eligible dependents	<p>Delta Dental Employee: \$54.79 Employee + 1 dep.: \$103.63 Emp. + 2 or more dep.: \$162.21</p> <hr/> <p>Willamette Employee: \$71.54 Employee + 1 dep.: \$134.03 Emp. + 2 or more dep.: \$213.47</p>	
Flexible Spending Account	Regular employees	<p><u>Optional:</u> Navia Pre-tax funds set aside to pay health and/or day care expenses:</p> <ul style="list-style-type: none"> • Health Care FSA: max of \$2,750 • Day Care FSA max of \$5,000 	
Retirement	Regular employees	<p>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 12.7% PERS II – Employee 7.90%, Employer 12.7% PERS III Employee 5-15%, Employer 12.7%</p> <p>TIAA <u>Mandatory:</u> 401(a) Social Security Replacement Employee contribution 6.2% Employer contribution 6.2%</p> <p>457(b) Deferred Compensation Plan <u>Mandatory</u> for any remaining funds from the Tier I \$1,019 monthly allocation <u>Optional:</u> Payroll deduction may be added or created up to \$19,500 max year for 2019. Age 50 or over can make catch-up contributions up to \$6,500 annually for the total of \$26,000. Pre-retirement catch up goes up to \$19,500 more than the normal limit for the maximum of 39,000 annually.</p>	
Basic Group Term Life Insurance & Accidental Death and Dismemberment (AD&D)	Regular employees + eligible dependents	<u>Mandatory:</u> Equal to 1 X basic annual earnings to a maximum of \$50,000	Free

Group Long Term Disability	Regular employees	<u>Mandatory:</u> Coverage for Total Disability resulting from accidents and sicknesses 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).	Free
Supplemental Life and AD&D Insurance	Regular employees + eligible dependents	<u>Optional: SunLife</u> (spouse and dependents' coverage not to exceed 50% of employee's selected amount) Employee: An amount between \$10,000 and \$100,000, in increments of \$10,000 Spouse: An amount between \$5,000 and \$50,000, in increments of \$5,000 Dependents: An amount between \$1,000 and \$10,000, in increments of \$1,000	
Employee Assistance Program	Regular employees + eligible dependents	<u>Mandatory: ComPsych</u> assistance is available to regular employees and their immediate family, including dependent children and anyone living in the household	Free
Wellness Program	Regular employees	<u>Optional:</u> Program includes fitness and wellness challenges, monthly newsletters.	Free
Orca Passport Card	Regular employees	<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	\$52 annual
Paid Time Off	Regular employees	The City offers generous vacation (up to 12 days in the 1 st 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. *Regular part-time employees are eligible for prorated leave accruals and holiday pay.	
Other Leaves	Eligible employees	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.	
Other benefits	Eligible employees or positions	Telecommuting, flexible work schedule, and educational reimbursement program	
Parking Garage	All employees		Free
Shoreline Pool and Spartan Rec Center	Regular employees	Use of the Spartan Recreation Center Gymnasium and the Shoreline Pool	Free

EXAMPLES OF 95/5 TIER PLAN

Minimum (Tier I): \$1,019; 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): \$1,933; 95% of the lowest cost total health insurance premiums (Kaiser Permanente in 2019) for an employee + spouse + 2 or more dependents.

The following examples assume Regence and Kaiser Permanente medical coverage, Delta Dental Plan F dental coverage, and Vision coverage. (Mandatory coverage premiums for GTL, LTD, and EAP is paid by the City).

Employee #1: Chooses coverage only for self	Regence	Kaiser Perm
Total monthly premium costs	\$806	\$682
Tier I - Below City's minimum contribution	\$1,019	\$1,019
Unused amount (to deferred compensation)	\$213	\$337
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	Kaiser Perm
Total monthly premium costs	\$1,612	\$1,347
Additional contribution by City	\$593	\$328
Tier II - Below City's maximum contribution and above Tier I	<\$1,933	<\$1,933
Employee contribution	\$0	\$0
For Regence, the minimum does not cover the total premium costs. The employee receives an additional City contribution of \$593 for a total of \$1,612. The employee pays nothing out-of-pocket for insurance choices.		
For Kaiser Permanente, the minimum does not cover the total premium costs. The employee receives an additional City contribution of \$328 for a total of \$1,347. The employee pays nothing out-of-pocket for insurance choices.		

Employee #3: Chooses coverage for self, spouse and two children	Regence	Kaiser Perm
Total monthly premium costs	\$2,353	\$2,035
Tier III - Above City's maximum contribution	> \$1,933	>\$1,933
Employee contribution	\$420	\$103
For Regence, the maximum does not cover the total cost of the benefits. The employee pays out-of-pocket expenses of \$420 per month for insurance choices.		
For Kaiser Permanente, the maximum does not cover the total cost of the benefits. The employee pays out-of-pocket expenses of \$103 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.