

COMPARISON OF BENEFITS:

AWC – Medical, Dental & Vision - 50% Council participation per AWC Employee Benefit Trust policy

HSA – Unavailable

VEBA – 100% Council participation

Other Cities - Richland – 50% council agreed and they participate in the AWC Employee Benefit Trust plan

Shoreline – 50% of council did not agree to participate and they receive a monthly stipend in lieu of

Edmonds – Salary Commission approved and they were given AWC medical benefits. They were audited by AWC and re not in compliance with AWC's participation criteria.

Rates for plans similar to the City's medical plans:

Health Exchange – average monthly cost \$950.00 – 52% PT cost \$495.00

Part time city employee cost (50%) Regence \$454.52 Kaiser \$319.00