

COUNCILMEMBER BENEFITS FACT SHEET

CITY OF SHORELINE 2019

Our 2019 budget proposes to allocate to each councilmember \$1,017 per month to buy benefits, in keeping with the formula in Ordinance 287 (page 3). If the councilmember does not use the entire \$1,017, the remaining amount goes into a deferred compensation plan. If the cost is greater than \$1,017, the councilmember will pay any additional costs.

MEDICAL: (Only available if 4 or more Councilmembers participate*)

		<u>2018**</u>	<u>2019**</u>
Regence HealthFirst 250	Employee	719.48	743.23
	Spouse	725.51	749.46
	1 st dep	357.41	369.21
	2 nd & all others	295.47	305.23
Kaiser Permanente \$20 Co-Pay/\$200 Deductible	Employee	566.44	607.80
	Spouse	556.99	597.66
	1 st dep	284.22	304.98
	2 nd & all others	284.22	304.98

DENTAL and VISION: (Only available if 5 or more Councilmembers participate*)

Delta Dental Plan F	Employee	54.79	54.79 No Change
	Employee + 1 dep	103.63	103.63
	Emp. + 2 or more	162.21	162.21
Willamette Dental – \$10 Copay Plan	Employee	60.79	65.64
	Employee + 1 dep	113.87	123.00
	Emp. + 2 or more	181.43	195.94
Vision Services Plan (VSP)	Employee	7.96	7.72
	Employee + 1 dep	15.92	15.44
	Emp. + 2 more	23.88	23.16

*The AWC Elected Official Benefit Participation criteria was adopted by the Board of Trustees and includes certain rules and underwriting requirements which are reproduced on page 2.

**These rates reflect a 2% discount for achieving the Well City status with the AWC Benefits Trust.

Elected official benefit participation criteria

The Board of Trustees elected officials participation policy was created to avoid the possibility of adverse selection. The following items are participation rules and underwriting requirements which pertain specifically to elected officials:

1. Elected officials may participate in the health plans currently being offered by their city (medical, dental, vision, life and LTD).
2. For a city to offer medical coverage, 50% of all elected officials must be enrolled on a Trust-sponsored plan. For example, if a city has a mayor and seven council members, at least four individuals must enroll in the medical program. There is no contribution requirement, the city can choose to pay 0-100% of premium. With regard to all other benefit programs, the established participation levels and contribution requirements will be applicable.
3. If authorized by your city council, mayors in a strong mayor form of government can participate in the Trust.
4. **All carriers' specific underwriting requirements must be followed** once the 50% participation level on the medical program is satisfied. These include dependent enrollment, participation requirements and premium contribution guidelines.
5. Elected officials who do not enroll in the medical plan when initially offered may do so only during the open enrollment period.
6. As is applicable to all participants, 75% participation of elected officials is required on the dental and vision, 100% participation is required on the life and LTD insurance programs. (75% of the premium must be paid by the employer for dental and vision; 100% must be paid for life and LTD.)
7. Life and LTD insurance may be provided at the same level as being provided to city employees, but only if 100% of **all** elected officials are enrolled.
8. Elected officials are eligible for COBRA continuation coverage rights.
9. Should participation by the elected officials group drop below the minimum enrollment levels for elected officials during the year, coverage for all officials will be terminated the first of the month following non-compliance (this is not considered a COBRA qualifying event). An exception will be made to this policy termination rule should the elected official terminate his/her elected position mid-term. The city/town will be required to come into compliance the first of the month following the newly-appointed or newly-elected official's placement in office.
10. Newly elected officials will be allowed to join the plan(s) when they assume their position as mayor or council member. Re-elected officials initially offered the plan may only enroll during the carrier's open enrollment period (if one exists).

If you or the elected official group have any questions regarding the benefit programs, or the underwriting policies specific to the elected group, contact Trust staff at benefitinfo@awcnet.org, (360) 753-4137 or toll-free at 1-800-562-8981.