



BENEFIT COSTS TABLE 2016 – 2017

Benefit	More Information	Employee Cost Per Month (without Wellness Incentive)	City Cost Per Month
MEDICAL			
BCBS Base Employee Only	\$1,000 Single Deductible	\$20.00	\$482.16
BCBS Base Dependent(s)	\$2000 Family Deductible	\$474.58	\$771.58 (Includes EE portion)
BCBS Buy-up Employee Only	\$750 Single Deductible	\$62.54	\$482.16
BCBS Buy-Up Dependent(s)	\$1500 Family Deductible	\$582.92	\$771.58 (Includes EE portion)
BCBS HDHP Employee Only	\$1,750 Single Deductible	*\$(28.52)	\$433.64
BCBS HDHP Dependent(s)	\$3,500 Family Deductible	\$383.08	\$739.50
DENTAL			
Delta Dental Employee Only	\$50.00 Deductible	\$0.00	\$ 32.44
Delta Dental Dependent(s)	\$50.00 Deductible Each	\$ 55.30	\$0.00
VISION			
VSP Exam Only Employee	\$0 Deductible	\$0.00	\$1.40
VSP Exam Only Dependent(s)	\$0 Deductible	\$0.00	\$1.40
VSP Buy-up Employee Only	\$0 Deductible	\$5.78	\$1.40
VSP Buy-Up Dependents(s)	\$0 Deductible	\$14.62	\$ 1.40
LIFE			
Basic Life AD&D Insurance	1 X Annual Salary – Employee Only	\$0.00	\$.185 per \$1,000
Voluntary Life Insurance - Employee	\$150,000 Guaranteed (additional may be purchased)	Varies by age and income	\$0.00
Voluntary Life Insurance - Spouse	\$50,000 Guaranteed (additional may be purchased)	Varies by age and income	\$0.00
Voluntary Life Insurance - Dependent Children	\$10,000 Guaranteed (no additional available)	\$.40	\$0.00
DISABILITY			
Short Term Disability	Maximum <i>weekly</i> benefit of 60% of annual base earnings	Varies by age and income	\$0.00
Long Term Disability	Maximum <i>monthly</i> benefit of 60% of annual base earnings	Varies by age and income	\$0.00
Long Term Disability (through ASRS)		0.14%	0.14%
RETIREMENT			
Arizona State Retirement (ASRS)	Non Commissioned Personnel	11.34%	11.34%
Public Safety Retirement System (PSRS)	Commissioned Police Officer	11.65%	43.29%
	Commissioned Fire Fighter	11.65%	67.71%
Elected Officials		13.00%	23.50%
OTHER			
Social Security		6.20%	6.20%
Medicare		1.45%	1.45%

* City's deposit to the Health Savings Account (HSA) or the Flexible Spending Account (FSA) on behalf of the employee enrolled in the High Deductible Health Plan. The administration fee is paid for by the City for active accounts.