

Your Guide to Benefits Plans & Resources



You are able to locate the value of your benefit plans day or night by registering for online services with each plan.

Health & Welfare Benefit Plans

Medical Coverage - Choose either:



Premera Blue Cross (PPO)

premera.com or 1-800-722-1471

A higher level of benefits is received by using providers in the Premera Blue Cross Heritage and Heritage Plus 1 network. Physician referrals are not required;

OR



Kaiser Permanente (HMO)

wa.kaiserpermanente.org or 1-888-901-4636

Medical care must be received through Kaiser Permanente facilities (Out-of-network benefits for emergencies only). Typically your Kaiser Permanente physician coordinates your medical care.

Dental Coverage - Choose either:



Dental Dental

deltadentalwa.com or 1-800-554-1907

\$2,000 per person, per calendar year annual maximum benefit. Visit any licensed dental provider;

OR



Willamette Dental

willamettedental.com or 1-800-360-1909

Services must be obtained through Willamette Dental centers with unlimited calendar year benefits. Orthodontic coverage for adults and children is available.



Vision Coverage

Vision Services Provider (VSP) - Choose either:

Exam Plan OR Exam & Hardware Plan

vsp.com or 1-800-877-7195



Flexible Spending Accounts (FSAs)

Navia Benefit Solutions

naviabenefits.com or 1-800-669-3539

Use pre-tax dollars to receive reimbursement for eligible expenses. You must re-enroll in these programs each year during open enrollment.

There are two types of FSAs:

Health Care – for eligible health-related reimbursable expenses for eligible family members as defined by the Internal Revenue Service (IRS).

Dependent Care – for eligible daycare / eldercare reimbursable expenses.



Group Life / Accidental Death and Dismemberment (AD&D) Insurance

The amount of insurance is \$50,000. You are enrolled upon hire.

You may also purchase additional life insurance for you, a spouse/domestic partner, and/or children.



Employee Assistance Program (EAP)

The Employee Assistance Program (EAP) is a free confidential resource available 24/7 for employees and their family members to help with personal concerns. Fully benefited employees can check out the EAP's online resources, such as webinars, wellness tips and online learning. Employees also have access to calling the EAP, coaching and chat, consultations and up to six counseling sessions.

Call 800-553-7798 or visit SupportLinc's website supportlinc.com and type Username cityofbellevue.

The EAP offers short term counseling, consultations, referrals, and helpful information on a variety of topics on their website.

Long Term Disability

If you are disabled while employed and your disability lasts for more than 180 days, you may receive 60% of your salary, up to \$5,000 per month reduced by other income you may receive. You are enrolled upon hire.

Survivor Income

If you die while employed, your spouse, domestic partner and/or your dependent children may receive a percentage of your salary, reduced by other income they may receive. You are enrolled upon hire.



BELLEVUE BENEFITS Online Enrollment System

Sign into **BELLEVUE BENEFITS** to enroll and/or view your health coverage. View how much you pay and how much the city pays on your behalf.



How to Sign onto BELLEVUE BENEFITS

You will need your User Name and Password to sign into **BELLEVUE BENEFITS** at cityofbellevuehr.workterra.net.

User Name is your full last name and the first four digits of your birthdate (mmdd). For example, if your name is Mary Smith Jones and your birthdate is 05/29/1972, your user name is Smithjones0529.

Your full last name (all lower case) and the last 4 digits of your social security number is your temporary password the first time you log-in to **BELLEVUE BENEFITS**, and you will be required to change it.

Need more assistance with **BELLEVUE BENEFITS**? Call 1-833-207-4373, Monday – Friday, 6 a.m. to 6 p.m.



How to Use BELLEVUE BENEFITS

- View your confirmation statement.
- View or update your Life Insurance Beneficiaries.
- Make changes due to Life Events – within 30 days, request changes to your elections for all life events except birth/adoption/placement for adoption of a child or changes to coverage under Medicaid and SCHIP (State Children's Health Insurance Program). In the two latter situations you have 60 days to request a change.

Life Events include birth/adoption/placement of adoption of a child, marriage, declaration of domestic partnership, gain or loss of other coverage for your dependents, divorce, legal separation or annulment, termination of domestic partnership, dependent child is no longer eligible due to age, and death of a dependent child or spouse.



MySelf Service

Sign onto MySelf Service to find payroll information about you. A few things you can do: find your employee ID # by viewing your personal profile; view your pay stubs (current and past), tax status (W-4), and leave details (vacation, sick leave, etc.); change/view auto deposit, print W-2, change your address/ phone number and more.

- At City of Bellevue INTRANET–Applications–MySelf Service or myself.bellevuewa.gov/jde
- Log-in using your City of Bellevue network user name and password

For assistance contact the following:

IT Support x2886, Payroll x7652 or x5257, and MyAssistance tab on MySelf Service



Other Benefits

- An Orca bus pass
- Free fitness center at City Hall and Bellevue Service Center
- Food service and vending options at City Hall
- Flexible work schedules may be available
- Vacation, sick leave, paid holidays
- On-site training programs
- Tuition Reimbursement Program (based on eligibility)



WA State Department of Retirement Systems (DRS) Pension

A defined benefit plan administered by DRS (PERS Plan 1, 2 & 3, LEOFF 1 & 2, or PSERS 2). A lifetime monthly retirement pension amount is based on a formula, not on what you contribute. Each plan has its own service credit and retirement age eligibility and pension benefits. Participation is mandatory.

Personal online access, benefit calculators, and forms/publications:
drs.wa.gov or 1-800-547-6657

457

457 Deferred Compensation Plan

A voluntary defined contribution plan. If you contribute, you choose your investments from a diverse selection of funds. When you leave the city there is no IRS early withdrawal penalty for taking a distribution.

Personal online access, online tools, rates of return:
drs.wa.gov/DCP or 1-888-327-5596

MEBT

The Municipal Employees' Benefit Trust (MEBT)

A voluntary 401(k) retirement savings plan. When you contribute to MEBT, your money is invested in a professionally managed investment pool and you receive city contributions that vest over time.

Personal online access, plan information and rates of return:
mebt.org or MEBT Call Center 1-877-690-5410 or 425-452-7198



Medicare

Required contribution to Medicare if your hire date is after 4/1/1986.

General information:
medicare.gov or 1-800-633-4227



No Social Security Credit Earned (SSA)

You do not participate in the Social Security Administration program; your DRS retirement pension provides the required replacement plan. There may be offsets to eligible Social Security benefits due to the Windfall Elimination Provision or Government Pension Offset Provision.

SSA general information:

[socialsecurity.gov](https://www.socialsecurity.gov) or 1-800-772-1213

Windfall Elimination Provision:

[socialsecurity.gov/pubs/10045.html](https://www.socialsecurity.gov/pubs/10045.html)



Human Resources

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Supports: City Attorney's Office, City Clerk's Office, City Manager's Office, Human Resources

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Retirement Programs, MEBT, long term disability

Liability Clause

Benefits may differ by employee group or bargaining unit. In addition, benefits may be pro-rated for employees working less than 40 hours per week.