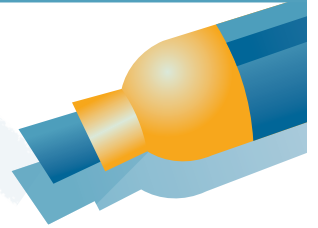


BENEFITS AT A GLANCE



A comprehensive benefits package providing choice, flexibility, and value. For more details, visit Connect2MyBenefits, the city's online benefits library, at <https://c2mb.ajg.com/cityofbellevue/home> or call the Human Resources Department Main Line (425) 452-6838.



Health & Welfare Benefits

Medical Insurance

Choose either:

- **Premera Blue Cross (PPO)** — Receive a higher level of benefits by using providers in the Premera Blue Cross Heritage/Heritage Plus 1 Network. Physician referrals are not required; OR
- **Kaiser Permanente (HMO)** — Medical care must be received through Kaiser Permanente facilities. Out-of-network benefits are for emergencies only. The Kaiser Permanente physician typically coordinates medical care.

Dental Insurance

Choose either:

- **Delta Dental** — An annual maximum benefit of \$2,000 per person, per calendar year. Visit any licensed dental provider; OR
- **Willamette Dental** — Services must be obtained through Willamette Dental centers with unlimited calendar year benefits. Orthodontic coverage for adults and children is available.

Vision Insurance

Vision Services Plan (VSP)

Choose either:

- Exam only plan; OR
- Exam and hardware plan

Flexible Spending Accounts (FSAs)

Navia Benefit Solutions

Pre-tax dollars may be used to receive reimbursement for eligible expenses. 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

Employees are enrolled upon hire. The amount of insurance is \$50,000. Employees may purchase additional life insurance for themselves, spouse or domestic partner, and/or children.

Long Term Disability

Employees who are disabled for more than 180 days while employed may receive up to 60% of salary, up to \$5,000 per month, reduced by other income received. Employees are enrolled upon hire.

Survivor Income

If an employee dies while employed, his/her spouse, domestic partner and/or dependent children may receive a percentage of the employee's salary, reduced by other income they may receive. Employees are enrolled upon hire.

Employee Assistance Program (EAP)

Wellspring Family Services

At no charge, employees and their families may receive confidential and professional assessments, counseling, and referral service 24 hours a day, seven days a week.

Other Programs

The City of Bellevue also offers:

- An ORCA Card bus pass
- On-site training programs
- Free on-site fitness center at City Hall and Bellevue Service Center
- On-site deli at City Hall
- Flexible work schedules may be available
- Vacation and sick leave
- Tuition Reimbursement Program (based on eligibility)
- Two paid personal holidays plus the following paid public holidays*:
 - New Year's Day
 - Martin Luther King, Jr.'s Birthday
 - Presidents' Day
 - Memorial Day
 - Juneteenth
 - Independence Day
 - Labor Day
 - Veterans Day
 - Thanksgiving Day
 - Day after Thanksgiving
 - Christmas Day

* Represented employees should refer to their collective bargaining agreements.

Paydays

The City of Bellevue pays employees on the 8th and the 23rd of each month (24 pay periods per year).

Retirement Benefits

Washington State Department of Retirement Systems (DRS) Pension Plan

Benefited employees participate in a mandatory defined benefit 401(a) pension plan administered by DRS with a lifetime monthly retirement pension amount based on a formula, not on what you contribute. Each plan has its own contribution rates, retirement age eligibility, and pension benefits. Employees hired into eligible positions are enrolled in one of the state's three pension plans:

- Law Enforcement Officers' and Fire Fighters' Retirement System (LEOFF)
- Public Safety Employees' Retirement System (PSERS)
- Public Employees' Retirement System (PERS)

New PERS members have a choice to be enrolled in PERS Plan 2 or in the dual component plan, PERS Plan 3. Eligible PERS Plan 2 members prior to May, 2003 have an annual opportunity to transfer to PERS Plan 3 each January. The decision to transfer or choose a plan is irrevocable for any member.

Resources

DRS general information – drs.wa.gov or 1-800-547-6657

PERS Plan 3 information – drs.wa.gov/dcp or 1-888-327-5596

The Municipal Employees' Benefit Trust (MEBT)

The Municipal Employees' Benefit Trust (MEBT) has eight member entities: Bellevue, Edmonds, Federal Way, Kirkland, Mill Creek, Redmond, Woodinville, and NORCOM. Each entity has its own individually-designed plan. The finance director from each entity is appointed to the MEBT Investment Advisory Committee (IAC), which makes investment selections for the trust. Participants do not self-direct in this plan.

The MEBT Trust Committee manages the trust and investments. It is a five-member governing body appointed by the Bellevue City Manager. The MEBT

Trust Committee members also serve as the MEBT Bellevue Plan Committee. The MEBT Bellevue Plan Committee manages the individually designed MEBT Bellevue Plan. Bellevue's Plan is a voluntary 401(k) plan. There is a vesting schedule.

Resources

MEBT General Information – mebt.org or 1-877-690-5410

457 Deferred Compensation Plan

The city offers a voluntary defined contribution 457 Deferred Compensation Plan (DCP) through the Washington State Department of Retirement Systems (DRS). This retirement savings plan allows employees the opportunity to save for retirement through payroll deduction on a pre-tax basis and self-direct into various investment options.

Resources

DCP General Information – drs.wa.gov/dcp or 1-888-327-5596

No Social Security Credit Earned

The city does not participate in the Social Security Administration (SSA) program and employees do not earn Social Security credits. The DRS retirement pension provides the required replacement plan. There may be offsets to eligible Social Security benefits due to the Windfall Elimination Provision or the Government Pension Offset Provision. Visit the Social Security website ssa.gov for additional information.

Medicare

There is a required employee contribution to Medicare. Find general information about medicare at medicare.gov or by calling 1-800-633-4227.

Liability Clause

If any conflict should arise between information outlined in this document and any applicable group insurance contracts, policies, and/or HR policies and procedures your rights will be determined by the provisions outlined under the group insurance contracts, policies, and/or HR policies and procedures.

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.