

AETNA TRADITIONAL PLAN - 2022 RATES Effective January 1 - December 31, 2022				
Employee Group	Single Employee with or without Children	Employee with Spouse/Domestic Partner with or without Children	TES Employee	COBRA Rate
Most Employee, Library, & SHA	\$1,576.29	\$1,576.29	\$1,576.29	\$1,607.82
City Share & RSR Contribution	\$1,576.29	\$1,543.95	\$0.00	\$0.00
Employee Deduction	\$0.00	\$32.34	\$1,576.29	\$1,607.82
LEOFF I (Non-Represented)	\$1,280.81	\$1,280.81	N/A	\$1,306.43
City Share & RSR Contribution	\$1,280.81	\$1,248.47		\$0.00
Employee Deduction	\$0.00	\$32.34		\$1,306.43
LEOFF II (Non-Represented)	\$1,576.29	\$1,576.29	N/A	\$1,607.82
City Share & RSR Contribution	\$1,576.29	\$1,543.95		\$0.00
Employee Deduction	\$0.00	\$32.34		\$1,607.82
SPMA (LEOFF I)	\$1,280.81	\$1,280.81	N/A	\$1,306.43
City Share & RSR Contribution	\$1,280.81	\$1,248.47		\$0.00
Employee Deduction	\$0.00	\$32.34		\$1,306.43
SPMA (LEOFF II)	\$1,576.29	\$1,576.29	N/A	\$1,607.82
City Share & RSR Contribution	\$1,576.29	\$1,543.95		\$0.00
Employee Deduction	\$0.00	\$32.34		\$1,607.82
SPMA Buy Up to SPOG Plan (LEOFF I)	\$1,629.85	\$1,629.85	N/A	\$1,662.45
City Share & RSR Contribution	\$1,280.81	\$1,248.47		\$0.00
Employee Deduction	\$349.04	\$381.38		\$1,662.45
SPMA Buy Up to SPOG Plan (LEOFF II)	\$1,958.83	\$1,958.83	N/A	\$1,998.01
City Share & RSR Contribution	\$1,576.29	\$1,543.95		\$0.00
Employee Deduction	\$382.54	\$414.88		\$1,998.01
Local 77	\$2,234.55	\$2,234.55	N/A	\$2,279.24
City Share	\$2,011.10	\$2,011.10		\$0.00
Employee Deduction	\$223.46	\$223.46		\$2,279.24
Local 77 - Most Plan Design	\$1,764.87	\$1,764.87	N/A	\$1,800.17
City Share	\$1,764.87	\$1,732.53		\$0.00
Employee Deduction	\$0.00	\$32.34		\$1,800.17
CMEO / Material Controllers (080 & 079)	\$1,576.29	\$1,576.29	N/A	\$1,607.82
City Share	\$1,550.51	\$1,527.17		\$0.00
Employee Deduction	\$25.78	\$49.12		\$1,607.82
SPOG (LEOFF I)	\$1,629.85	\$1,629.85	N/A	\$1,662.45
City Share	\$1,531.91	\$1,548.35		\$0.00
Employee Deduction	\$81.50	\$81.50		\$1,662.45
SPOG (LEOFF II)	\$1,958.83	\$1,958.83	N/A	\$1,998.01
City Share	\$1,860.89	\$1,860.89		\$0.00
Employee Deduction	\$97.94	\$97.94		\$1,998.01

AETNA TRADITIONAL PLAN - 2022 RATES Effective January 1 - December 31, 2022				
Employee Group	Single Employee with or without Children	Employee with with or without Children	TES Employee	COBRA Rate
Fire Chiefs (LEOFF I)	\$1,280.81	\$1,280.81	N/A	\$1,306.43
City Share	\$1,280.81	\$1,152.73		\$0.00
Employee Deduction	\$0.00	\$128.08		\$1,306.43
Fire Chiefs (LEOFF II)	\$1,576.29	\$1,576.29	N/A	\$1,607.82
City Share	\$1,576.29	\$1,418.65		\$0.00
Employee Deduction	\$0.00	\$157.64		\$1,607.82

KAISER PERMANENTE STANDARD - 2022 RATES Effective January 1 - December 31, 2022				
Employee Group	Single Employee with or without Children	Employee with Spouse/Domestic Partner with or without Children	TES Employee	COBRA Rate
Most Employee, Library, & SHA	\$1,234.80	\$1,234.80	\$1,234.80	\$1,259.50
City Share & RSR Contribution	\$1,186.40	\$1,134.90	\$0.00	\$0.00
Employee Deduction	\$48.40	\$99.90	\$1,234.80	\$1,259.50
LEOFF I (Non-Represented)	\$1,234.80	\$1,234.80	N/A	\$1,259.50
City Share & RSR Contribution	\$1,234.80	\$1,183.30		\$0.00
Employee Deduction	\$0.00	\$51.50		\$1,259.50
LEOFF II (Non-Represented)	\$1,234.80	\$1,234.80	N/A	\$1,259.50
City Share & RSR Contribution	\$1,186.40	\$1,134.90		\$0.00
Employee Deduction	\$48.40	\$99.90		\$1,259.50
SPMA (LEOFF I)	\$1,234.80	\$1,234.80	N/A	\$1,259.50
City Share & RSR Contribution	\$1,234.80	\$1,183.30		\$0.00
Employee Deduction	\$0.00	\$51.50		\$1,259.50
SPMA (LEOFF II)	\$1,234.80	\$1,234.80	N/A	\$1,259.50
City Share & RSR Contribution	\$1,186.40	\$1,134.90		\$0.00
Employee Deduction	\$48.40	\$99.90		\$1,259.50
SPMA Buy up to SPOG Plan (LEOFF I)	\$1,525.36	\$1,525.36	N/A	\$1,555.87
City Share & RSR Contribution	\$1,234.80	\$1,183.30		\$0.00
Employee Deduction	\$290.56	\$342.06		\$1,555.87
SPMA Buy up to SPOG Plan (LEOFF II)	\$1,525.36	\$1,525.36	N/A	\$1,555.87
City Share & RSR Contribution	\$1,186.40	\$1,134.90		\$0.00
Employee Deduction	\$338.96	\$390.46		\$1,555.87
Local 77	\$1,402.32	\$1,402.32	N/A	\$1,430.37
City Share	\$1,262.08	\$1,262.08		\$0.00
Employee Deduction	\$140.24	\$140.24		\$1,430.37
Local 77 - Most Plan Design	\$1,239.36	\$1,239.36	N/A	\$1,264.15
City Share	\$1,190.96	\$1,139.46		\$0.00
Employee Deduction	\$48.40	\$99.90		\$1,264.15
CMEO / Material Controllers (080 & 079)	\$1,234.80	\$1,234.80		\$1,259.50
City Share	\$1,193.32	\$1,148.38		\$0.00
Employee Deduction	\$41.48	\$86.42		\$1,259.50
SPOG (LEOFF I & II)	\$1,525.36	\$1,525.36	N/A	\$1,555.87
City Share	\$1,449.10	\$1,449.10		\$0.00
Employee Deduction	\$76.26	\$76.26		\$1,555.87
Fire Chiefs (LEOFF I)	\$1,234.80	\$1,234.80	N/A	\$1,259.50
City Share	\$1,234.80	\$1,111.32		\$0.00
Employee Deduction	\$0.00	\$123.48		\$1,259.50
Fire Chiefs (LEOFF II)	\$1,234.80	\$1,234.80	N/A	\$1,259.50
City Share	\$1,111.32	\$1,111.32		\$0.00
Employee Deduction	\$123.48	\$123.48		\$1,259.50

KAISER PERMANENTE DEDUCTIBLE - 2022 RATES				
Effective January 1, 2020 - December 31, 2022				
Employee Group	Single Employee with or without Children	Employee with Spouse/Domestic Partner with or without Children	TES Employee	COBRA Rate
Most Employee, Library, & SHA	\$1,137.99	\$1,137.99	\$1,137.99	\$1,160.75
City Share & RSR Contribution	\$1,112.99	\$1,081.07	\$0.00	\$0.00
Employee Deduction	\$25.00	\$56.92	\$1,137.99	\$1,160.75
LEOFF I (Non-Represented)	\$1,137.99	\$1,137.99	N/A	\$1,160.75
City Share & RSR Contribution	\$1,137.99	\$1,106.07		\$0.00
Employee Deduction	\$0	\$31.92		\$1,160.75
LEOFF II (Non-Represented)	\$1,137.99	\$1,137.99	N/A	\$1,160.75
City Share & RSR Contribution	\$1,112.99	\$56.92		\$0.00
Employee Deduction	\$25.00	\$56.92		\$1,160.75
SPMA (LEOFF I)	\$1,137.99	\$1,137.99	N/A	\$1,160.75
City Share & RSR Contribution	\$1,137.99	\$1,106.07		\$0.00
Employee Deduction	\$0	\$31.92		\$1,160.75
SPMA (LEOFF II)	\$1,137.99	\$1,137.99	N/A	\$1,160.75
City Share & RSR Contribution	\$1,112.99	\$1,081.07		\$0.00
Employee Deduction	\$25.00	\$56.92		\$1,160.75
SPMA Buy up to SPOG Plan (LEOFF I)	\$1,130.69	\$1,130.69	N/A	\$1,153.30
City Share & RSR Contribution	\$1,137.99	\$1,106.07		\$0.00
Employee Deduction	\$0.00	\$24.62		\$1,153.30
SPMA Buy up to SPOG Plan (LEOFF II)	\$1,130.69	\$1,130.69	N/A	\$1,153.30
City Share & RSR Contribution	\$1,112.99	\$1,081.07		\$0.00
Employee Deduction	\$17.70	\$49.62		\$1,153.30
Local 77	N/A	N/A	N/A	N/A
CMEO / Material Controllers (080 & 079)	\$1,137.99	\$1,137.99		\$1,160.75
City Share	\$1,116.85	\$1,089.01		\$0.00
Employee Deduction	\$21.14	\$48.98		\$1,160.75

KAISER PERMANENTE DEDUCTIBLE - 2022 RATES

Effective January 1, 2020 - December 31, 2022

Employee Group	Single Employee with or without Children	Employee with Spouse/Domestic Partner with or without Children	TES Employee	COBRA Rate
SPOG (LEOFF I & II)	\$1,130.69	\$1,130.69	N/A	\$1,153.30
City Share	\$1,074.15	\$1,074.15		\$0.00
Employee Deduction	\$56.54	\$56.54		\$1,153.30
Fire Chiefs (LEOFF I)	\$1,137.99	\$1,137.99	N/A	\$1,160.75
City Share	\$1,137.99	\$1,024.19		\$0.00
Employee Deduction	\$0	\$113.80		\$1,160.75
Fire Chiefs (LEOFF II)	\$1,137.99	\$1,137.99	N/A	\$1,160.75
City Share	\$1,024.19	\$1,024.19		\$0.00
Employee Deduction	\$113.80	\$113.80		\$1,160.75

AETNA PREVENTIVE PLAN 2022 RATES Effective January 1 - December 31, 2022				
Employee Group	Single Employee with or without Children	Employee with Spouse/Domestic Partner with or without Children	TES Employee	COBRA Rate
Most Employee, Library, & SHA	\$1,740.20	\$1,740.20	\$1,740.20	\$1,775.00
City Share & RSR Contribution	\$1,692.08	\$1,641.70	\$0.00	\$0.00
Employee Deduction	\$48.12	\$98.50	\$1,740.20	\$1,775.00
LEOFF I (Non-Represented)	\$1,740.20	\$1,740.20	N/A	\$1,775.00
City Share & RSR Contribution	\$1,740.20	\$1,689.82		\$0.00
Employee Deduction	\$0.00	\$50.38		\$1,775.00
LEOFF II (Non-Represented)	\$1,740.20	\$1,740.20	N/A	\$1,775.00
City Share & RSR Contribution	\$1,692.08	\$1,641.70		\$0.00
Employee Deduction	\$48.12	\$98.50		\$1,775.00
SPMA (LEOFF I)	\$1,740.20	\$1,740.20	N/A	\$1,775.00
City Share & RSR Contribution	\$1,740.20	\$1,689.82		\$0.00
Employee Deduction	\$0.00	\$50.38		\$1,775.00
SPMA (LEOFF II)	\$1,740.20	\$1,740.20	N/A	\$1,775.00
City Share & RSR Contribution	\$1,692.08	\$1,641.70		\$0.00
Employee Deduction	\$48.12	\$98.50		\$1,775.00
SPMA Buy up to SPOG Plan (LEOFF I)	\$2,197.03	\$2,197.03	N/A	\$2,240.97
City Share & RSR Contribution	\$1,740.20	\$1,689.82		\$0.00
Employee Deduction	\$456.83	\$507.21		\$2,240.97
SPMA Buy up to SPOG Plan (LEOFF II)	\$2,197.03	\$2,197.03	N/A	\$2,240.97
City Share & RSR Contribution	\$1,692.08	\$1,641.70		\$0.00
Employee Deduction	\$504.95	\$555.33		\$2,240.97
Local 77	\$2,181.90	\$2,181.90	N/A	\$2,225.54
City Share	\$1,963.70	\$1,963.70		\$0.00
Employee Deduction	\$218.20	\$218.20		\$2,225.54

AETNA PREVENTIVE PLAN 2022 RATES Effective January 1 - December 31, 2022				
Employee Group	Single Employee with or without Children	Employee with Spouse/Domestic Partner with or without Children	TES Employee	COBRA Rate
Local 77 - Most Plan Design	\$1,740.58	\$1,740.58	N/A	\$1,775.39
City Share	\$1,692.46	\$1,642.08		\$0.00
Employee Deduction	\$48.12	\$98.50		\$1,775.39
CMEO / Material Controllers (080 & 079)	\$1,740.20	\$1,740.20	N/A	\$1,775.00
City Share	\$1,678.08	\$1,639.50		\$0.00
Employee Deduction	\$62.12	\$100.70		\$1,775.00
SPOG (LEOFF I & II)	\$2,197.03	\$2,197.03	N/A	\$2,240.97
City Share	\$2,087.17	\$2,087.17		\$0.00
Employee Deduction	\$109.86	\$109.86		\$2,240.97
Fire Chiefs (LEOFF I)	\$1,740.20	\$1,740.20	N/A	\$1,775.00
City Share	\$1,740.20	\$1,566.18		\$0.00
Employee Deduction	\$0.00	\$174.02		\$1,775.00
Fire Chiefs (LEOFF II)	\$1,740.20	\$1,740.20	N/A	\$1,775.00
City Share	\$1,566.18	\$1,566.18		\$0.00
Employee Deduction	\$174.02	\$174.02		\$1,775.00

DELTA DENTAL OF WA 2022 RATES				
Employee Group	Single Employee with or without Children	Employee with Spouse/Domestic Partner with or without Children	TES Employee	COBRA Rate
Most Employee, Library, & SHA	\$116.91	\$116.91	\$116.91	\$119.25
City Share	\$116.91	\$116.91	\$0.00	\$0.00
Employee Deduction	\$0.00	\$0.00	\$116.91	\$119.25
LEOFF I & II (Non-Represented)	\$116.91	\$116.91	N/A	\$119.25
City Share	\$116.91	\$116.91		\$0.00
Employee Deduction	\$0.00	\$0.00		\$119.25
SPMA (LEOFF I & II)	\$116.91	\$116.91	N/A	\$119.25
City Share	\$116.91	\$116.91		\$0.00
Employee Deduction	\$0.00	\$0.00		\$119.25
SPMA Buy up to SPOG Plan (LEOFF I & II)	\$134.55	\$134.55	N/A	\$137.24
City Share & RSR Contribution	\$116.91	\$116.91		\$0.00
Employee Deduction	\$17.64	\$17.64		\$137.24
Local 77	\$121.00	\$121.00	N/A	\$123.42
City Share	\$121.00	\$121.00		\$0.00
Employee Deduction	\$0.00	\$0.00		\$123.42
CMEO / Material Controllers (080 & 079)	\$116.00	\$116.00	N/A	\$118.32
City Share	\$116.00	\$116.00		\$0.00
Employee Deduction	\$0.00	\$0.00		\$118.32
SPOG (LEOFF I & II)	\$134.55	\$134.55	N/A	\$137.24
City Share	\$134.55	\$134.55		\$0.00
Employee Deduction	\$0.00	\$0.00		\$137.24
Fire Chiefs (LEOFF I & II)	\$116.91	\$116.91	N/A	\$119.25
City Share	\$105.21	\$105.21		\$0.00
Employee Deduction	\$11.70	\$11.70		\$119.25

DENTAL HEALTH SERVICES 2022 RATES				
Employee Group	Single Employee with or without Children	Employee with Spouse/Domestic Partner with or without Children	TES Employee	COBRA Rate
Most Employee, Library, & SHA	\$147.45	\$147.45	\$147.45	\$150.40
City Share	\$147.45	\$147.45	\$0.00	\$0.00
Employee Deduction	\$0.00	\$0.00	\$147.45	\$150.40
LEOFF I & II (Non-Represented)	\$147.45	\$147.45	N/A	\$150.40
City Share	\$147.45	\$147.45		\$0.00
Employee Deduction	\$0.00	\$0.00		\$150.40
SPMA (LEOFF I & II)	\$147.45	\$147.45	N/A	\$150.40
City Share	\$147.45	\$147.45		\$0.00
Employee Deduction	\$0.00	\$0.00		\$150.40
SPMA Buy up to SPOG Plan (LEOFF I & II)	\$175.20	\$175.20	N/A	\$178.70
City Share & RSR Contribution	\$147.44	\$147.44		\$0.00
Employee Deduction	\$27.76	\$27.76		\$178.70
Local 77	\$171.95	\$171.95	N/A	\$175.39
City Share	\$171.95	\$171.95		\$0.00
Employee Deduction	\$0.00	\$0.00		\$175.39
CMEO / Material Controllers (080 & 079)	\$147.45	\$147.45	N/A	\$150.40
City Share	\$147.45	\$147.45		\$0.00
Employee Deduction	\$0.00	\$0.00		\$150.40
SPOG (LEOFF I & II)	\$175.20	\$175.20	N/A	\$178.70
City Share	\$175.20	\$175.20		\$0.00
Employee Deduction	\$0.00	\$0.00		\$178.70
Fire Chiefs (LEOFF I & II)	\$147.45	\$147.45	N/A	\$150.40
City Share	\$132.69	\$132.69		\$0.00
Employee Deduction	\$14.76	\$14.76		\$150.40

VISION SERVICE BASIC PLAN 2022 RATES				
Employee Group	Single Employee with or without Children	Employee with Spouse/Domestic Partner with or without Children	TES Employee	COBRA Rate
Most Employee, Library, & SHA	\$9.47	\$9.47	\$9.47	\$9.66
City Share	\$9.47	\$9.47	\$0.00	\$0.00
Employee Deduction	\$0.00	\$0.00	\$9.47	\$9.66
LEOFF I & II (Non-Represented)	\$9.47	\$9.47	N/A	\$9.66
City Share	\$9.47	\$9.47		\$0.00
Employee Deduction	\$0.00	\$0.00		\$9.66
SPMA (LEOFF I & II)	\$9.47	\$9.47	N/A	\$9.66
City Share	\$9.47	\$9.47		\$0.00
Employee Deduction	\$0.00	\$0.00		\$9.66
SPMA Buy up to SPOG Plan	\$28.85	\$28.85		\$29.43
City Share & RSR Contribution	\$9.47	\$9.47	N/A	\$0.00
Employee Deduction	\$19.38	\$19.38		\$29.43
Local 77	\$11.87	\$11.87	N/A	\$12.11
City Share	\$11.87	\$11.87		\$0.00
Employee Deduction	\$0.00	\$0.00		\$12.11
CMEO / Material Controllers (080 & 079)	\$9.47	\$9.47		\$9.66
City Share	\$9.47	\$9.47	N/A	\$0.00
Employee Deduction	\$0.00	\$0.00		\$9.66
SPOG (LEOFF I & II)	\$28.85	\$28.85	N/A	\$29.43
City Share	\$28.85	\$28.85		\$0.00
Employee Deduction	\$0.00	\$0.00		\$29.43
Fire Chiefs (LEOFF I & II)	\$9.47	\$9.47	N/A	\$9.66
City Share	\$8.53	\$8.53		\$0.00
Employee Deduction	\$0.94	\$0.94		\$9.66

VISION SERVICE BUY UP PLAN 2022 RATES				
Employee Group	Single Employee with or without Children	Employee with Spouse/Domestic Partner with or without Children	TES Employee	COBRA Rate
Most Employee, Library, & SHA	\$19.85	\$19.85	\$19.85	\$20.25
City Share	\$9.47	\$9.47		\$0.00
Employee Deduction	\$10.38	\$10.38	\$19.85	\$20.25
LEOFF I & II (Non-Represented)	\$19.85	\$19.85	N/A	\$20.25
City Share	\$9.47	\$9.47		\$0.00
Employee Deduction	\$10.38	\$10.38		\$20.25
SPMA (LEOFF I & II)	\$19.85	\$19.85	N/A	\$20.25
City Share	\$9.47	\$9.47		\$0.00
Employee Deduction	\$10.38	\$10.38		\$20.25
Local 77	N/A	N/A	N/A	N/A
City Share				
Employee Deduction				
CMEO / Material Controllers (080 & 079)	\$19.85	\$19.85	N/A	\$20.25
City Share	\$9.47	\$9.47		\$0.00
Employee Deduction	\$10.38	\$10.38		\$20.25
SPOG (LEOFF I & II)	N/A	N/A	N/A	N/A
City Share				
Employee Deduction				
Fire Chiefs (LEOFF I & II)	\$19.85	\$19.85	N/A	\$20.25
City Share	\$9.47	\$9.47		\$0.00
Employee Deduction	\$10.38	\$10.38		\$20.25

2022 RATES

ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE
Securian Financial

Monthly Premium: Fully paid by employee

Employee Only Coverage: \$0.03 per \$1,000 of Benefit
Employee & Family Coverage: \$0.04 per \$1,000 of Benefit

GROUP TERM LIFE INSURANCE
Securian Financial

Basic Coverage: Monthly Premium: \$0.075 per \$1,000 of benefit

City Share: \$0.030
Employee Deduction: \$0.045

Supplemental Coverage: Monthly Premium per \$1,000 of coverage

Age	Premium	Age	Premium
Under 25	\$0.024		
25 - 29	\$0.024	50 - 54	\$0.171
30 - 34	\$0.035	55 - 59	\$0.266
35 - 39	\$0.047	60 - 64	\$0.407
40 - 44	\$0.066	65+	\$0.708
45 - 49	\$0.112		

Dependent Child Supplemental Life (one premium covers all children)

Coverage Amount	Premium
\$2,000	\$0.36
\$5,000	\$0.90
\$10,000	\$1.80

LONG-TERM DISABILITY INSURANCE
The Hartford

Non-Uniformed Employees Plan Monthly Premium:

City-Paid Basic Coverage: .142% of first \$667 of insured earnings
Employee-Paid Optional Coverage: .384% of next \$7,666 of insured earnings

EMPLOYEE ASSISTANCE PROGRAM
Resources for Living

2022 cost per budgeted position: \$22.44