

**BENEFIT COSTS TABLE
FISCAL YEAR 2009 - 2010**

Benefit	FY 09/10 Employee Cost Per Pay Period	FY 09/10 City Cost Per Month
BCBS Buy-up Employee Only \$250 Single Deductible \$ 25.48/month	\$12.74	\$428.60
BCBS Buy-Up Dependent(s) \$500 Family Deductible \$473.64/month	\$236.82	\$254.00
BCBS Base Employee Only \$500 Single Deductible \$ - 0 - /month	\$ - 0 -	\$428.60
BCBS Base Dependent(s) \$1000 Family Deductible \$ 408.76/month	\$204.38	\$254.00
BCBS HDHP Employee Only \$1250 Single Deductible * \$ (44.12)/month	\$ (22.06) \$- 0 -	\$384.48
BCBS HDHP Dependent(s) \$2500 Family Deductible \$ 327.66/month	\$163.83	\$254.00
Delta Dental Employee Only \$50.00 Single Deductible \$ - 0 - /month	\$ - 0 -	\$ 32.86
Delta Dental Dependent(s) \$150.00 Family Deductible \$ 55.38/month	\$ 27.69	\$ - 0 -
VSP Exam Only Employee - 0 - Deductible \$ - 0 - /month	\$ - 0 -	\$ 1.42
VSP Exam Only Dependent(s) - 0 - Deductible \$ - 0 - /month	\$ - 0 -	\$ 1.42
VSP Buy-up Employee Only - 0 - Deductible \$ 5.84/month	\$ 2.92	\$ 1.42
VSP Buy-Up Dependents(s) - 0 - Deductible \$ 14.16/month	\$ 7.08	\$ 1.42
Basic Life AD&D Insurance 1 X Annual Salary - Employee Only	\$ 0.00	\$.165 per \$1,000
Voluntary Life Insurance - Employee \$100,000 Guaranteed Additional may be purchased -----	Age Rated Insurability required	\$ - 0 -
Voluntary Life Insurance - Spouse \$50,000 Guaranteed, 50% of Employee Coverage Additional may be purchased -----	Age Rated Insurability required	\$ - 0 - \$ - 0 -
Voluntary Life Insurance - Dependent Children \$10,000 Guaranteed, 50% of Employee Coverage No additional amount available	\$.35	\$ - 0 -
Arizona State Retirement (ASRS) Non Commissioned Personnel	9.0%	9.0%
Public Safety Retirement System (PSRS) Commissioned Police Officer	7.65%	22.15%
Commissioned Fire Fighter	7.65%	27.48%
Long Term Disability Provided by ASRS/Sedgwick	0.40%	0.40%
Social Security	6.20%	6.20%
Medicare	1.45%	1.45%

* Please note the \$428.60 for the HDHP for employee only includes the administration fee and the City amount of \$44.12 deposited monthly on behalf of the single subscriber for the Health Savings Account.