

**BENEFIT COSTS TABLE  
FISCAL YEAR 2011 - 2012**

Benefit	Employee Cost Per Pay Period	City Cost Per Month
BCBS Buy-up Employee Only \$500 Single Deductible \$ 41.80/month	\$ 20.90	\$472.78
BCBS Buy-Up Dependent(s) \$1000 Family Deductible \$ 541.70/month	\$ 270.85	\$254.00
BCBS Base Employee Only \$750 Single Deductible \$ -0- /month	\$-0-	\$472.78
BCBS Base Dependent(s) \$1500 Family Deductible \$ 477.04/month	\$ 238.52	\$254.00
BCBS HDHP Employee Only \$1250 Single Deductible * \$ (47.68)/month	<b>\$ (23.84)</b> \$- 0 -	\$425.10
BCBS HDHP Dependent(s) \$2500 Family Deductible \$ 403.30/month	\$ 201.65	\$254.00
Delta Dental Employee Only \$50.00 Single Deductible \$ - 0 - /month	\$ - 0 -	\$ 33.16
Delta Dental Dependent(s) \$150.00 Family Deductible \$ 55.90/month	\$ 27.95	\$ - 0 -
VSP Exam Only Employee - 0 - Deductible \$ - 0 - /month	\$ - 0 -	\$ 1.38
VSP Exam Only Dependent(s) - 0 - Deductible \$ - 0 - /month	\$ - 0 -	\$ 1.38
VSP Buy-up Employee Only - 0 - Deductible \$ 5.60/month	\$ 2.80	\$ 1.38
VSP Buy-Up Dependents(s) - 0 - Deductible \$ 13.60/month	\$ 6.80	\$ 1.38
Basic Life AD&D Insurance 1 X Annual Salary - Employee Only	\$ 0.00	\$.185 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	10.50%	10.50%
Public Safety Retirement System (PSRS) Commissioned Police Officer	7.65%	24.54%
Commissioned Fire Fighter	7.65%	31.28%
Long Term Disability Provided by ASRS/Sedgwick	0.25%	0.25%
Social Security	4.20%	6.20%
Medicare	1.45%	1.45%

The City's deposit to the Health Savings Account or the Flexible Spending Account on behalf of the employee with a High Deductible Health Plan.

Please note that the administration fee for the Health Savings Account and Flexible Spending Account is paid by the City.