

**City of Kirkland
Councilmember Benefits Survey**

City	Population	Benefits
Auburn	70,705	Medical/dental/vision coverage available through AWC . Councilmembers must pay 100% of the premium costs. (Council has not voted to obtain medical coverage) Other than salaries/stipend, council members do not receive any benefits.
Bellevue	123,400	Medical/dental/vision coverage available at same rates as non-represented employees. Life insurance: City provides 80% of salary up to \$50k. City match of 6.2% on MEBT Plan. Voluntary participation in a Flexible Spending Account. PERS enrolled Councilmembers eligible for free ORCA transit pass. Councilmembers receive monthly car allowance of \$245, and cell phone/data stipend of \$85/month.
Bothell	33,720	No benefits offered to Councilmembers.
Edmonds	39,800	Medical/dental/vision: City picks up 90% of the premium cost for the Councilmember. Spouse and dependents are paid 100% by the Councilmember. City paid basic term life with a face value of \$10,000 and \$1,000 on dependents. Participation in MEBT with 6.2% employer match (in lieu of Social Security) Councilmembers may participate in any of three deferred comp programs; no employer match or contribution.
Everett	103,100	Medical/dental/vision for Councilmembers and eligible dependents: City pays 100% of premiums. City paid 2x annual salary for life insurance/accidental death & dismemberment. Eligible for long-term disability plan.
Federal Way	89,370	May elect to contribute a minimum of 6.2% to deferred compensation in lieu of FICA contribution. City matching contribution of 6.2% (\$71.30/month). Councilmembers receive a City contribution of \$475/month into an VEBA (retiree medical) plan.
Kent	118,200	Medical/Dental/Vision: City pays \$618/month towards member and/or dependent coverage, Councilmember pays remaining premium. Voluntary participation in Flexible Spending Account. Eligible for Employee Assistance Plan.
Lynnwood	35,860	Medical/dental/vision coverage: City pays 100% for Councilmember and 85% for dependent coverage. \$100,000 Accidental Death & Dismemberment Policy paid for by City.
Redmond	55,150	MEBT eligible, enrolled in Long Term Disability and Survivor Life. Eligible to enroll in in Deferred Compensation, but no council members currently participate. Eligible for health benefits like other part-time, benefit eligible City employees. 3 of 7 Councilmembers currently enrolled in the City's health plan.
Renton	92,590	Medical/dental/vision coverage: City pays for healthcare premiums for Councilmember only, not for dependents. May participate in deferred compensation programs. City contributes 2% on the Councilmember's behalf. Eligible for voluntary participation in Flexible Spending Account plan, transportation program benefits, and Employee Assistance Program.
<i>Kirkland</i>	<i>80,836</i>	Voluntary MEBT Plan 2 participation. May voluntarily participate in the Flexible Spending Account plan. 2x annual salary life insurance policy paid by City. Councilmembers receive \$300 monthly allowance "in lieu of receiving medical or other additional
		Note: State of Washington Department of Retirement Systems Plan coverage (PERS) is optional for all Elected Officials.