

ORDINANCE NO. 541

AN ORDINANCE OF THE CITY OF UNIVERSITY PLACE, WASHINGTON, RELATING TO BUDGETS AND FINANCE, ADOPTING THE 2009-2010 BUDGET

WHEREAS, the tax estimates and budget for the City of University Place, Washington, for the 2009-2010 fiscal biennium have been prepared and filed as provided by the laws of the State of Washington; and

WHEREAS, the budget was printed for distribution and notice published in the official paper of the City of University Place setting the time and place for hearing on the budget and said notice stating that all taxpayers calling at the Office of the City Clerk would be furnished a copy of the budget; and

WHEREAS, the 2009-2010 Proposed Biennial Budget was submitted to the City Council and City Clerk on October 6, 2008 (with a Revised Proposed Budget submitted on October 21, 2008 reflecting the changed economic conditions); and workshops on the 2009-2010 Biennial Budget were held on October 13, October 20, November 10, and November 17, 2008; and

WHEREAS, a public hearing on the 2009-2010 Biennial Budget was held on November 3, 2008 and continued to November 17, 2008 and again to December 8, 2008; NOW, THEREFORE,

THE CITY COUNCIL OF THE CITY OF UNIVERSITY PLACE, WASHINGTON, DOES ORDAIN AS FOLLOWS:

Section 1. 2009-2010 Biennial Budget Adoption. The budget for the City of University Place, Washington, for the 2007-2008 biennium is hereby adopted in the amounts and for the purposes as shown on the attached Exhibits A-1 and A-2 (2009 and 2010 Adopted Budgets).

Section 2. Salaries and Benefits. The 2009 and 2010 salary ranges for City of University Place, Washington staff is hereby adopted as shown on the attached Exhibit B (2009/2010 Salary Ranges for all employees). The 2009/2010 salary ranges include a market adjustment for all unrepresented employees. The benefit plan for all employees is hereby adopted as shown on the attached Exhibit C (Benefit Summary).

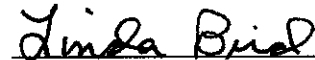
Section 3. Administration. The City Manager shall administer the Biennial Budget approved herein.

Section 4. Severability. The provisions of this ordinance are declared separate and severable. The invalidity of any clause, sentence, paragraph, subdivision, section, or portion of this ordinance or the invalidity of the application thereof to any person or circumstance, shall not affect the validity of the remainder of the ordinance, or the validity of its application to other persons or circumstances.

Section 5. Ratification. Any act consistent with the authority and prior to the effective date of this ordinance is hereby ratified and affirmed.

Section 6. Publication and Effective Date. A summary of this ordinance consisting of its title shall be published in the official newspaper of the City. This ordinance shall be effective January 1, 2009.

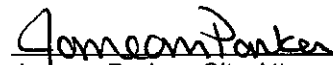
PASSED BY THE CITY COUNCIL ON DECEMBER 8, 2008.


Linda Bird, Mayor

ATTEST:


Emelita Genetia, City Clerk

APPROVED AS TO FORM:


Janean Parker, City Attorney

Date of Publication: 12/10/08
Effective Date: 01/01/09

**EXHIBIT A-1
CITY OF UNIVERSITY PLACE
2009 Revised Proposed Budget**

		REVENUES	EXPENDITURES	ENDING
		& OTHER	& OTHER	BALANCE
		SOURCES	USES	
FUND		Proposed	Proposed	Balance
Operating				
General				
001	General	\$ 16,360,236	\$ 14,283,320	\$ 2,076,916
Special Revenue				
101	Street	\$ 1,191,652	1,191,652	-
102	Arterial Street	\$ 268,089	226,545	41,544
103	Real Estate Excise Tax	\$ 990,715	971,968	18,747
105	Traffic Impact Fees	\$ 606,863	500,000	106,863
120	Path & Trails	\$ 10,858	3,390	7,468
140	Surface Water Mgmt	\$ 2,920,629	2,741,290	179,339
188	Strategic Reserve	\$ 852,245	-	852,245
	Sub-total Special Revenue	6,841,051	5,634,845	1,206,206
Debt Service				
201	Debt Service	\$ 21,000,736	20,955,464	45,272
	Sub-total Debt Service Funds	\$ 21,000,736	20,955,464	45,272
Total Operating		\$ 44,202,023	\$ 40,873,629	\$ 3,328,394
Capital Improvement				
301	Parks CIP	\$ 291,932	291,932	-
302	Public Works CIP	\$ 41,061,883	38,108,192	2,953,691
303	Municipal Facilities CIP	\$ -	-	-
	Sub-total CIP	\$ 41,353,815	38,400,124	2,953,691
Internal Service				
501	Fleet & Equipment	\$ 248,910	155,228	93,682
502	Information Technology & Services	\$ 903,615	567,964	335,651
506	Risk Management	\$ 355,998	319,328	36,670
	Sub-total Internal Service	\$ 1,508,523	1,042,520	466,003
Non-Annually Budgeted				
150	Donations and Gifts to University Place	\$ -	-	-
	Sub-total Non-Annually Budgeted	\$ -	-	-
Total Budget		\$ 87,064,361	\$ 80,316,273	\$ 6,748,088

EXHIBIT A-2
CITY OF UNIVERSITY PLACE
2010 Revised Proposed Budget

		REVENUES		EXPENDITURES		ENDING	
		& OTHER		& OTHER			BALANCE
		SOURCES		USES			
FUND		Proposed		Proposed		Balance	
Operating							
General							
001	General	\$	18,349,555	\$	15,333,640	3,015,915	
Special Revenue							
101	Street	\$	1,243,487		1,243,487	-	
102	Arterial Street	\$	261,544		234,918	26,626	
103	Real Estate Excise Tax	\$	1,018,747		959,171	59,576	
105	Traffic Impact Fees	\$	609,863		500,000	109,863	
120	Path & Trails	\$	11,348		3,500	7,848	
140	Surface Water Mgmt	\$	3,079,968		3,061,343	18,625	
188	Strategic Reserve	\$	877,245		-	877,245	
Sub-total Special Revenue			7,102,202		6,002,419	1,099,783	
Debt Service							
201	Debt Service	\$	3,110,561		3,065,289	45,272	
Sub-total Debt Service Funds		\$	3,110,561		3,065,289	45,272	
Total Operating		\$	28,562,318	\$	24,401,348	\$ 4,160,970	
Capital Improvement							
301	Parks CIP	\$	233,500		233,500	-	
302	Public Works CIP	\$	20,030,276		18,254,959	1,775,317	
303	Municipal Facilities CIP	\$	-		-	-	
Sub-total CIP		\$	20,263,776		18,488,459	1,775,317	
Internal Service							
501	Fleet & Equipment	\$	846,110		509,928	336,182	
502	Information Technology & Services	\$	823,089		506,113	316,976	
506	Risk Management	\$	290,148		252,978	37,170	
Sub-total Internal Service		\$	1,959,347		1,269,019	690,328	
Non-Annually Budgeted							
150	Donations and Gifts to University Place					-	
Sub-total Non-Annually Budgeted		\$	-		-	-	
Total Budget		\$	50,785,441	\$	44,158,826	\$ 6,626,615	

Proposed Salary Ranges

Exhibit B

Position Title	2009 Proposed PROPOSED Salary Range		2010 Proposed PROPOSED Salary Range	
	Entry	High	Entry	High
City Manager	Set by Resolution		Set by Resolution	
Deputy City Manager	\$8,338	\$10,815	\$8,672	\$11,248
City Attorney	\$8,338	\$10,815	\$8,672	\$11,248
Assistant City Manager/Capital Projects Director	\$8,338	\$10,815	\$8,672	\$11,248
Town Center Project Director	\$7,370	\$9,785	\$7,665	\$10,176
Finance Director	\$7,370	\$9,785	\$7,665	\$10,176
Development Services Director	\$7,370	\$9,785	\$7,665	\$10,176
City Engineer	\$7,370	\$9,785	\$7,665	\$10,176
Parks & Public Works Director	\$7,370	\$9,785	\$7,665	\$10,176
Deputy Director of Parks & Recreation	\$6,316	\$8,240	\$6,569	\$8,570
Assistant Finance Director	\$6,316	\$8,240	\$6,569	\$8,570
Assistant City Engineer	\$6,316	\$8,240	\$6,569	\$8,570
Senior Project Engineer	\$6,316	\$8,240	\$6,569	\$8,570
Community & Government Relations Manager	\$6,018	\$7,725	\$6,259	\$8,034
Assistant Development Services Director	\$6,018	\$7,725	\$6,259	\$8,034
Building Official	\$6,018	\$7,725	\$6,259	\$8,034
Senior Plans Examiner/Building Inspector	\$5,152	\$6,784	\$5,358	\$7,055
Senior Building Inspector	\$5,152	\$6,784	\$5,358	\$7,055
Senior Planner	\$5,152	\$6,784	\$5,358	\$7,055
Manager (HR, Pub. Safety, Facilities, Communications, etc.)	\$5,152	\$6,784	\$5,358	\$7,055
Chief Technology Officer	\$5,152	\$6,784	\$5,358	\$7,055
City Clerk	\$5,152	\$6,784	\$5,358	\$7,055
Project Engineer	\$4,784	\$6,056	\$4,975	\$6,298
Building Inspector/Plans Examiner	\$4,784	\$6,056	\$4,975	\$6,298
Supervisor (Recreation, Admin., Park Maint., etc.)	\$4,784	\$6,056	\$4,975	\$6,298
Assistant to the City Manager	\$4,784	\$6,056	\$4,975	\$6,298
Executive Assistant	\$4,300	\$5,658	\$4,472	\$5,884
Paralegal	\$4,276	\$5,414	\$4,447	\$5,631
Administrative Assistant	\$4,276	\$5,414	\$4,447	\$5,631
Project Assistant	\$4,276	\$5,414	\$4,447	\$5,631
Payroll & Benefits Supervisor	\$4,276	\$5,414	\$4,447	\$5,631
Network Engineer	\$4,276	\$5,414	\$4,447	\$5,631
Code Enforcement/Animal Control Officer	\$4,276	\$5,414	\$4,447	\$5,631
Deputy City Clerk	\$3,939	\$4,985	\$4,097	\$5,184
Sr. Specialist (Fin., Office, Land Use, etc.)	\$3,939	\$4,985	\$4,097	\$5,184
Assistant Planner	\$3,939	\$4,985	\$4,097	\$5,184
Engineering Technician	\$3,939	\$4,985	\$4,097	\$5,184
Specialist (Permit, Town Center, Recreation, Finance, etc.)	\$3,658	\$4,628	\$3,804	\$4,813
Office Support Specialist (OAI/II)	\$3,658	\$4,628	\$3,804	\$4,813
IS Specialist	\$3,658	\$4,628	\$3,804	\$4,813
Office Assistant II	\$3,173	\$4,018	\$3,300	\$4,179
Technician II (Parks/Facility Maint., Clerk, Permit, etc.)	\$3,173	\$4,018	\$3,300	\$4,179
Technician I (Parks Maint., Facility, Communications, etc.)	\$2,886	\$3,653	\$3,001	\$3,799
Office Assistant I/Intern	\$2,622	\$3,319	\$2,727	\$3,452
General Laborer	\$2,541	\$3,216	\$2,643	\$3,345
Temp. Assistant (Clerical, Rec., etc.)	Min. Wage	\$12.50/hr	Min. Wage	\$12.50/hr
Crew Chief	Set by contract		Set by contract	
Maintenance Worker (Lead, I,II,III)	Set by contract		Set by contract	
City Council member	Set by separate ordinance		Set by separate ordinance	
Mayor	Set by separate ordinance		Set by separate ordinance	

Regular + WDS 2009

PPO Plan (Regence):		2009 WDS		GH 437.78 + 109.50	547.28	Exhibit C
Updated 10/2/2008	2009		Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee (E)	469.40	Employee Only	469.40	537.27	547.28	10.01
Spouse (S)	469.40	E+S	938.80	1053.12	1006.18	46.94
1st Dep	228.50	E+S+One Dep.	1167.30	1338.67	1268.88	69.79
2nd Dep*	188.60	E+S+Two Dep.	1355.90	1527.27	1438.62	88.66
*No additional cost for more dependents.		E+One Dep.	697.90	812.22	789.37	22.85
		E+Two Dep.	886.50	1057.87	1016.16	41.71
		awcm1d				
		Semi-Mthly		Semi total prem	Semi City Pays	Semi EE Pays
		Employee Only	234.700	268.635	273.640	5.005
		E+S	469.400	526.560	503.090	23.470
		E+S+One Dep.	583.650	669.835	634.440	34.895
		E+S+Two Dep.	677.950	763.635	719.310	44.33
		E+One Dep.	348.950	406.110	394.685	11.43
		E+Two Dep.	443.250	528.935	508.080	20.855
Group Health Co-Pay Plan 2 (HMO):						
	2009		Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee	369.91	Employee Only	369.91	437.78	547.28	109.50
Spouse	362.27	E+S	732.18	846.50	810.27	36.23
1st Dep	183.21	E+S+One Dep.	915.39	1086.76	1032.21	54.55
2nd Dep*	183.21	E+S+Two Dep.	1098.60	1269.97	1197.10	72.87
*No additional cost for more dependents.		E+One Dep.	553.12	667.44	649.12	18.32
		E+Two Dep.	736.33	907.70	871.06	36.64
		awcm2d				
		Semi-Mthly		Semi total prem	Semi City Pays	Semi EE Pays
		Employee Only	184.955	218.890	273.640	54.750
		E+S	366.090	423.250	405.137	18.11
		E+S+One Dep.	457.695	543.380	516.106	27.27
		E+S+Two Dep.	549.300	634.985	598.551	36.43
		E+One Dep.	276.560	333.720	324.560	9.16
		E+Two Dep.	368.165	453.850	435.529	18.32
Dental Plan F (WA Dental Service):		*The out-of-pocket amount is more with orthodontia.				
(not including Orthodontia)	2009	Semi				
Employee	52.20	26.100				
E+1	98.65	49.325				
E+2 or more	155.70	77.850				
		Orthodontia Plan IV (WDS):				
					2009	
				Employee	0.00	Semi
Vision Service Plan:		2009	Semi	E+1	1.00	0.500
Employee & Full Family	15.67	7.835		E+2 or more	33.55	16.775

PPO Plan (Regence):
2009 Willamette Dental

GH 433.13 + 109.5 =

542.63

Exhibit C

Updated 10/2/2008	2009	Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee (E)	469.40	Employee Only 469.40	532.62	542.63	-10.01
Spouse (S)	469.40	E+S 938.80	1043.37	996.43	46.94
1st Dep	228.50	E+S+One Dep. 1167.30	1324.87	1255.08	69.79
2nd Dep*	188.60	E+S+Two Dep. 1355.90	1513.47	1424.82	88.66
		E+One Dep. 697.90	802.47	779.62	22.85
		E+Two Dep. 886.50	1044.07	1002.36	41.71

*No additional cost for more dependents.

awcm1d

	Semi-Mthly	Semi total prem	Semi City Pays	Semi EE Pays
Employee Only	234.700	266.310	271.315	-5.005
E+S	469.400	521.685	498.215	23.470
E+S+One Dep.	583.650	662.435	627.540	34.895
E+S+Two Dep.	677.950	756.735	712.410	44.33
E+One Dep.	348.950	401.235	389.810	11.43
E+Two Dep.	443.250	522.035	501.180	20.855

Group Health Co-Pay Plan 2 (HMO):

	2009	Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee	369.91	Employee Only 369.91	433.13	542.63	-109.50
Spouse	362.27	E+S 732.18	836.75	800.52	36.23
1st Dep	183.21	E+S+One Dep. 915.39	1072.96	1018.41	54.55
2nd Dep*	183.21	E+S+Two Dep. 1098.60	1256.17	1183.30	72.87
		E+One Dep. 553.12	657.69	639.37	18.32
		E+Two Dep. 736.33	893.90	857.26	36.64

*No additional cost for more dependents.

awcm2d

	Semi-Mthly	Semi total prem	Semi City Pays	Semi EE Pays
Employee Only	184.955	216.565	271.315	-54.750
E+S	366.090	418.375	400.262	18.11
E+S+One Dep.	457.695	536.480	509.206	27.27
E+S+Two Dep.	549.300	628.085	591.651	36.43
E+One Dep.	276.560	328.845	319.685	9.16
E+Two Dep.	368.165	446.950	428.629	18.32

Willamette Dental
Dental Plan (Willamette Dental Service \$10 copay):

(does include Orthodontia)

	2009	Semi
Employee	47.55	23.775
E+1	88.90	44.450
E+2 or more	141.90	70.950

*The out-of-pocket amount is more with orthodontia.

Not applicable with Willamette Dental

Vision Service Plan:

	2009	Semi
Employee & Full Family	15.67	7.835

UNION EMPLOYEE RATES with WDS
2009
Exhibit C
Plan B (Regence):

Updated 10/2/2008	2009		Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee (E)	507.10	Employee Only	507.10	574.97	574.97	0.00
Spouse (S)	507.10	E+S	1014.20	1128.52	1027.10	101.42
1st Dep	235.55	E+S+One Dep.	1249.75	1421.12	1272.59	148.53
2nd Dep*	203.45	E+S+Two Dep.	1453.20	1624.57	1435.35	189.22
		E+One Dep.	742.65	856.97	809.86	47.11
		E+Two Dep.	946.10	1117.47	1029.67	87.80

*No additional cost for more dependents.

	Medical Semi-Mthly	Semi-Mthly Total	Semi City Pays	Semi Empl Pays
Employee Only	253.550	287.485	287.485	0.000
E+S	507.100	564.260	513.550	50.710
E+S+One Dep.	624.875	710.560	636.295	74.265
E+S+Two Dep.	726.600	812.285	717.675	94.610
E+One Dep.	371.325	428.485	404.930	23.555
E+Two Dep.	473.050	558.735	514.835	43.900

Group Health Co-Pay Plan 2 (HMO):

	2009		Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee	369.91	Employee Only	369.91	437.78	437.78	0.00
Spouse	362.27	E+S	732.18	846.50	846.50	0.00
1st Dep	183.21	E+S+One Dep.	915.39	1086.76	1086.76	0.00
2nd Dep*	183.21	E+S+Two Dep.	1098.60	1269.97	1269.97	0.00
		E+One Dep.	553.12	667.44	667.44	0.00
		E+Two Dep.	736.33	907.70	907.70	0.00

*No additional cost for more dependents.

	Medical Semi-Mthly	Semi-Mthly Total	Semi City Pays	Semi Empl Pays
Employee Only	184.955	218.890	218.890	0.000
E+S	366.090	423.250	423.250	0.000
E+S+One Dep.	457.695	543.380	543.380	0.000
E+S+Two Dep.	549.300	634.985	634.985	0.000
E+One Dep.	276.560	333.720	333.720	0.000
E+Two Dep.	368.165	453.850	453.850	0.000

Dental Plan F (WA Dental Service):

(not including Orthodontia)	2009
Employee	52.20
E+1	98.65
E+2 or more	155.70

26.10
49.325
77.85

Vision Service Plan:	2009
Employee & Full Family	15.67

7.835

Orthodontia Plan IV (WDS):
2009

Employee	0.00
E+1	1.00
E+2 or more	33.55

**UNION EMPLOYEE RATES with Willamette
Plan B (Regence):**

2009

Exhibit C

Updated 10/2/2008	2009		Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee (E)	507.10	Employee Only	507.10	570.32	570.32	0.00
Spouse (S)	507.10	E+S	1014.20	1118.77	1017.35	101.42
1st Dep	235.55	E+S+One Dep.	1249.75	1407.32	1258.79	148.53
2nd Dep*	203.45	E+S+Two Dep.	1453.20	1610.77	1421.55	189.22
*No additional cost for more dependents.		E+One Dep.	742.65	847.22	800.11	47.11
		E+Two Dep.	946.10	1103.67	1015.87	87.80

	Medical Semi-Mthly	Semi-Mthly Total in	Semi City Pays	Semi Empl Pays
Employee Only	253.55	285.16	285.160	0.000
E+S	507.10	559.39	508.675	50.710
E+S+One Dep.	624.88	703.66	629.395	74.265
E+S+Two Dep.	726.60	805.39	710.775	94.610
E+One Dep.	371.33	423.61	400.055	23.555
E+Two Dep.	473.05	551.84	507.935	43.900

Group Health Co-Pay Plan 2 (HMO):

	2009		Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee	369.91	Employee Only	369.91	433.13	433.13	0.00
Spouse	362.27	E+S	732.18	836.75	836.75	0.00
1st Dep	183.21	E+S+One Dep.	915.39	1072.96	1072.96	0.00
2nd Dep*	183.21	E+S+Two Dep.	1098.60	1256.17	1256.17	0.00
*No additional cost for more dependents.		E+One Dep.	553.12	657.69	657.69	0.00
		E+Two Dep.	736.33	893.90	893.90	0.00

	Medical Semi-Mthly	Semi-Mthly Total in	Semi City Pays	Semi Empl Pays
Employee Only	184.96	216.57	216.57	0.000
E+S	366.09	418.38	418.38	0.000
E+S+One Dep.	457.70	536.48	536.48	0.000
E+S+Two Dep.	549.30	628.09	628.09	0.000
E+One Dep.	276.56	328.85	328.85	0.000
E+Two Dep.	368.17	446.95	446.95	0.000

Dental Plan (Willamette Dental Service \$10 copay):

(does include Orthodontia) 2009

Employee	47.55
E+1	88.90
E+2 or more	141.90

Vision Service Plan: 2009

Employee & Full Family	15.67
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7.835

Plan B (Regence): Council 2009 WDS

1221.70 Exhibit C

Updated 10/2/2008

2009

		Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee (E)	507.10	Employee Only 507.10	574.97	1,221.70	-646.73
Spouse (S)	507.10	E+S 1014.20	1128.52	1,221.70	-93.18
1st Dep	235.55	E+S+One Dep. 1249.75	1421.12	1,401.18	19.94
2nd Dep*	203.45	E+S+Two Dep. 1453.20	1624.57	1,584.28	40.30
		E+One Dep. 742.65	856.97	1,221.70	-364.73
		E+Two Dep. 946.10	1117.47	1,221.70	-104.23

*No additional cost for more dependents.

awcm1d				
	Semi-Mthly	Semi total prem	Semi City Pays	Semi EE Pays
Employee Only	253.55	287.49	610.85	-323.36
E+S	507.10	564.26	610.85	-46.59
E+S+One Dep.	624.88	710.56	700.59	9.97
E+S+Two Dep.	726.60	812.29	792.14	20.15
E+One Dep.	371.33	428.49	610.85	-182.36
E+Two Dep.	473.05	558.74	610.85	-52.11

Group Health Co-Pay Plan 2 (HMO):

1221.70

	2009	Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee	369.91	Employee Only 369.91	437.78	1221.70	-783.92
Spouse	362.27	E+S 732.18	846.50	1221.70	-375.20
1st Dep	183.21	E+S+One Dep. 915.39	1086.76	1221.70	-134.94
2nd Dep*	183.21	E+S+Two Dep. 1098.60	1269.97	1265.14	4.83
		E+One Dep. 553.12	667.44	1221.70	-554.26
		E+Two Dep. 736.33	907.70	1221.70	-314.00

*No additional cost for more dependents.

awcm2d				
	Semi-Mthly	Semi total prem	Semi City Pays	Semi EE Pays
Employee Only	184.96	218.89	610.85	-391.96
E+S	366.09	423.25	610.85	-187.60
E+S+One Dep.	457.70	543.58	610.85	-67.47
E+S+Two Dep.	549.30	634.99	632.57	2.41
E+One Dep.	276.56	333.72	610.85	-277.13
E+Two Dep.	368.17	453.85	610.85	-157.00

Dental Plan F (WA Dental Service):

2009

Employee	52.20
E+1	98.65
E+2 or more	155.70

Vision Service Plan: 2009

Employee & Full Family	15.67
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Council will pay 10% of benefit over the minimum amount provided by the City.

Plan B (Regence): Council 2009 Willamette

1221.70 Exhibit C

Updated 10/9/2008	2009	Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee (E)	507.10	Employee Only	570.32	1,221.70	-651.38
Spouse (S)	507.10	E+S	1118.77	1,221.70	-102.93
1st Dep	235.55	E+S+One Dep.	1407.32	1,388.76	18.56
2nd Dep*	203.45	E+S+Two Dep.	1610.77	1,571.86	38.92
*No additional cost for more dependents.		E+One Dep.	847.22	1,221.70	-374.48
		E+Two Dep.	1103.67	1,221.70	-118.03

awcm1d				
	Semi-Mthly	Semi total prem	Semi City Pays	Semi EE Pays
Employee Only	253.55	285.16	610.85	-325.69
E+S	507.10	559.39	610.85	-51.463
E+S+One Dep.	624.88	703.66	694.38	9.281
E+S+Two Dep.	726.60	805.39	785.93	19.46
E+One Dep.	371.33	423.61	610.85	-187.24
E+Two Dep.	473.05	551.84	610.85	-59.013

Group Health Co-Pay Plan 2 (HMO):

1221.70

	2009	Medical Only	Total Med, Dent, and Vision Prem	City Pays	Out-of-Pocket For Empl
Employee	369.91	Employee Only	433.13	1221.70	-788.57
Spouse	362.27	E+S	836.75	1221.70	-384.95
1st Dep	183.21	E+S+One Dep.	1072.96	1221.70	-148.74
2nd Dep*	183.21	E+S+Two Dep.	1256.17	1252.72	3.45
*No additional cost for more dependents.		E+One Dep.	657.69	1221.70	-564.01
		E+Two Dep.	893.90	1221.70	-327.80

awcm2d				
	Semi-Mthly	Semi total prem	Semi City Pays	Semi EE Pays
Employee Only	184.96	216.57	610.85	-394.28
E+S	366.09	418.38	610.85	-192.47
E+S+One Dep.	457.70	536.48	610.85	-74.37
E+S+Two Dep.	549.30	628.09	626.36	1.72
E+One Dep.	276.56	328.85	610.85	-282.00
E+Two Dep.	368.17	446.95	610.85	-163.90

Dental (Wallemett Dental Service):

	2009
Employee	47.55
E+1	88.90
E+2 or more	141.90

Vision Service Plan:	2009
Employee & Full Family	15.67