

## NONREPRESENTED GROUP 2

### FULLTIME EMPLOYEES (30+ HOURS PER WEEK) BENEFITS INFORMATION SUMMARY 2020

MEDICAL PLANS & MONTHLY COST	<i>Single</i>	<i>Married</i>	<i>Single w/ Child/ren</i>	<i>Family</i>
Kaiser	\$34.66	\$69.32	\$62.38	\$103.98
Providence Open Option/VSP Vision	\$41.16	\$82.26	\$74.16	\$123.46
Providence Personal Option/VSP Vision	\$37.30	\$74.60	\$67.26	\$112.06
Medical Opt Out - Cash Back	\$83.00	\$164.00	\$148.00	\$247.00

DENTAL PLANS & MONTHLY COST	<i>Single</i>	<i>Married</i>	<i>Single w/ Child/ren</i>	<i>Family</i>
Kaiser	\$0.00	\$0.00	\$0.00	\$0.00
MODA Preventive	\$0.00	\$0.00	\$0.00	\$0.00
MODA Incentive	\$0.00	\$0.00	\$0.00	\$0.00
MODA 50% Cash Back	\$48.00	\$94.00	\$65.00	\$113.00
Dental Opt Out Cash Back	\$49.00	\$95.00	\$66.00	\$114.00

#### WELLNESS AND EMPLOYEE ASSISTANCE PROGRAM

Numerous programs and classes for you to invest in your well-being

EAP includes 6 visits per issue for counseling, 24/7 unlimited phone, research retrieval, financial coaching, and more

#### LIFE INSURANCE

	<i>Coverage</i>	<i>Premium</i>			
Employee	\$150,000.00	\$0.00	opt down to	\$50,000.00	cash back \$11.00
Dependents	\$5,000.00	\$2.38			

Also available for purchase: Group Universal Life, Accidental Death & Dismemberment.

#### DISABILITY INSURANCE

After 30 days, plan pays 60% of your base salary up to a maximum monthly benefit of \$1,999.80

Also available for purchase: Supplemental Disability coverage up to a maximum covered monthly salary of \$8,333.00

#### PAID TIME OFF Monthly accruals (prorated for less than 1.0 FTE)

	Service Accrual			LONGEVITY	
	Plan*	Sellback Plan	Maximum Carryover		
Vacation				5 - 9 Years	1.0%
< 5 Years	12.7	16.0	280	10-14 Years	1.5%
5 - 9 Years	14.0	16.0	280	15-19 Years	2.0%
10-14 Years	16.0	16.0	280	20-24 Years	2.5%
15-19 Years	18.0	16.0	280	25-30 Years	3.5%
20+ Years	19.3	16.0	280	30+ Years	4.0%
Sick Leave	8.0	8.0	No limit		

\*Service accrual plan available only to employees hired before January 1, 2001

Additional paid days

Holidays	9	Bereavement	Up to 3 days per incident
Personal Day	1	Military	2 weeks per Federal budget year (October - September)

#### RETIREMENT

Social Security	7.65%
PERS "Pickup"	6.00%

Plus the County contributes to the PERS/OPSRP defined benefit retirement fund (percent varies)

#### SURVIVORS' BENEFITS

County-paid health insurance for eligible family members for 6 months following the death of the employee

#### OPTIONAL EMPLOYEE-PAID PLANS

Section 457 Deferred Compensation, Flexible Spending Account, Long Term Care, Legal Insurance, Pet Insurance, AFLAC

**NOTE:** This summary is general in nature. Specific terms of benefits are contained in insurance policies, the Personnel Ordinance and County Employment Policies & Practices.