AFSCME-WES

FULLTIME EMPLOYEES (30+ HOURS PER WEEK)
BENEFITS INFORMATION SUMMARY
2026

MEDICAL PLANS & MONTHLY COST	*Single*	*Married*	*Single w/ Child/ren*	*Family*
Kaiser	$93.60	$93.60	$93.60	$93.60
Providence Open Option/VSP Vision	$111.70	$111.70	$111.70	$111.70
Providence Personal Option/VSP Vision	$91.18	$91.18	$91.18	$91.18
Medical Opt Out - Cash Back	$185.00	$185.00	$185.00	$185.00

DENTAL PLANS & MONTHLY COST		*Single*	*Married*	*Single w/ Child/ren*	*Family*
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**	$87.00	$87.00	$87.00	$87.00
Dental Opt Out	**Cash Back**	$88.00	$88.00	$88.00	$88.00

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	*Coverage*	*Premium*
Employee	$50,000.00	$0.00
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)*

Vacation	Service Accrual Plan*	Sellback Plan	Maximum Carryover
< 5 Years	8.7	12.0	218.0
5 - 9 Years	10.7	12.0	218.0
10-14 Years	12.7	12.0	258.0
15-19 Years	14.7	12.0	258.0
20+ Years	16.7	12.0	258.0
Sick Leave	8.0	8.0	No limit

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

LONGEVITY

5 - 9 Years	1.5%
10-14 Years	2.0%
15-19 Years	2.5%
20-24 Years	3.0%
25-30 Years	3.5%
30+ Years	4.0%

Additional paid days

Holidays	10
Personal Day	1
Bereavement	*Up to 3 days per incident*
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)

OPTIONAL EMPLOYEE-PAID PLANS

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

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