

Job Share - RFX

| 2019                              | Single | Married  | Single w/<br>Child/ren | Family   |
|-----------------------------------|--------|----------|------------------------|----------|
| <b>MEDICAL</b>                    |        |          |                        |          |
| <b>Kaiser</b>                     |        |          |                        |          |
| Employer                          | 660.18 | 818.14   | 818.14                 | 818.14   |
| Employee                          | -      | 502.22   | 370.18                 | 1,162.42 |
|                                   | 660.18 | 1,320.36 | 1,188.32               | 1,980.56 |
| <b>Providence Open Option</b>     |        |          |                        |          |
| Employer                          | 818.14 | 818.14   | 818.14                 | 818.14   |
| Employee                          | 16.86  | 850.86   | 686.86                 | 1,687.86 |
|                                   | 835.00 | 1,669.00 | 1,505.00               | 2,506.00 |
| <b>Providence Personal Option</b> |        |          |                        |          |
| Employer                          | 751.00 | 818.14   | 818.14                 | 818.14   |
| Employee                          | -      | 682.86   | 534.86                 | 1,436.86 |
|                                   | 751.00 | 1,501.00 | 1,353.00               | 2,255.00 |
| <b>Medical Opt Out</b>            |        |          |                        |          |
| Cash Back                         | 92.50  | 92.50    | 92.50                  | 92.50    |
| FICA/PERS                         | 33.97  | 33.97    | 33.97                  | 33.97    |
|                                   | 126.47 | 126.47   | 126.47                 | 126.47   |

|                        |        |        |        |        |
|------------------------|--------|--------|--------|--------|
| <b>DENTAL</b>          |        |        |        |        |
| <b>Kaiser</b>          |        |        |        |        |
| Employer               | 94.00  | 94.00  | 94.00  | 94.00  |
| Employee               | 9.08   | 110.08 | 48.24  | 150.26 |
|                        | 103.08 | 204.08 | 142.24 | 244.26 |
| <b>Moda Preventive</b> |        |        |        |        |
| Employer               | 82.00  | 94.00  | 94.00  | 94.00  |
| Employee               | -      | 70.00  | 24.00  | 106.00 |
|                        | 82.00  | 164.00 | 118.00 | 200.00 |
| <b>Moda Incentive</b>  |        |        |        |        |
| Employer               | 91.00  | 94.00  | 94.00  | 94.00  |
| Employee               | -      | 90.00  | 35.00  | 127.00 |
|                        | 91.00  | 184.00 | 129.00 | 221.00 |
| <b>Moda 50%</b>        |        |        |        |        |
| Employer               | 87.47  | 115.47 | 98.47  | 125.47 |
| Cash Back              | 43.50  | 43.50  | 43.50  | 43.50  |
| FICA/PERS              | 15.97  | 15.97  | 15.97  | 15.97  |
|                        | 28.00  | 56.00  | 39.00  | 66.00  |
| <b>Dental Opt Out</b>  |        |        |        |        |
| Cash Back              | 44.00  | 44.00  | 44.00  | 44.00  |
| FICA/PERS              | 16.16  | 16.16  | 16.16  | 16.16  |
|                        | 60.16  | 60.16  | 60.16  | 60.16  |

|               |        |        |        |        |
|---------------|--------|--------|--------|--------|
| <b>EAP</b>    |        |        |        |        |
| Employer Paid | \$2.50 | \$2.50 | \$2.50 | \$2.50 |

|  | EA        | HA/EA     | CCOM<br>Dispatch | CCOM<br>Non Dispatch | FOPPO     |
|--|-----------|-----------|------------------|----------------------|-----------|
| <b>LIFE INSURANCE</b>                    |           |           |                  |                      |           |
| Face Value                               | \$ 25,000 | \$ 25,000 | \$ 25,000        | \$ 25,000            | \$ 25,000 |
| Employer Paid Premium                    | \$ 4.90   | \$ 4.90   | \$ 4.90          | \$ 4.90              | \$ 4.90   |
| \$5000 Dependent - Employee Paid         | \$2.38    | \$2.38    | \$2.38           | \$2.38               | \$2.38    |
| AD&D - Employee - Employee Paid          | \$0.040   | \$0.040   | \$0.040          | \$0.040              | \$0.040   |
| AD&D - Family - Employee Paid            | \$0.060   | \$0.060   | \$0.060          | \$0.060              | \$0.060   |
| <b>DISABILITY</b>                        |           |           |                  |                      |           |
| Short-Term Rate per \$100 Salary         | \$ 0.24   | \$ 0.24   | \$ 0.24          | \$ 0.24              | \$ 0.24   |
| Long-Term Rate per \$100 Salary          | \$ 0.34   | \$ 0.34   | \$ 0.34          | \$ 0.34              | \$ 0.34   |
| Maximum Covered Salary                   | \$ 3,333  | \$ 3,333  | \$ 3,333         | \$ 3,333             | \$ 3,333  |
| Employee Paid Buy-Up Max Salary          | \$ 8,333  | \$ 8,333  | \$ 8,333         | \$ 8,333             | \$ 8,333  |
| <b>PERS/OPSRP PENSION</b>                |           |           |                  |                      |           |
| Employee Rate - County Paid              | 6.00%     | 6.00%     | 6.00%            | 6.00%                | 6.00%     |
| Employer Rate - PERS Tier 1 & 2          | 23.07%    | 21.57%    | 23.07%           | 23.07%               | 23.07%    |
| OPSRP General Service                    | 14.82%    | 14.19%    | 14.82%           | 14.82%               | 14.82%    |
| OPSRP Police & Fire                      | 19.59%    |           |                  |                      |           |
| <b>FICA</b>                              |           |           |                  |                      |           |
| Social Security                          | 6.20%     | 6.20%     | 6.20%            | 6.20%                | 6.20%     |
| Medicare                                 | 1.45%     | 1.45%     | 1.45%            | 1.45%                | 1.45%     |
| <b>LONGEVITY</b>                         |           |           |                  |                      |           |
| 5 - 9 Years                              | 1.0%      | 1.0%      | 1.0%             | 1.0%                 | 1.0%      |
| 10-14 Years                              | 1.5%      | 1.5%      | 1.5%             | 1.5%                 | 1.5%      |
| 15-19 Years                              | 2.0%      | 2.0%      | 2.0%             | 2.0%                 | 2.0%      |
| 20-24 Years                              | 2.5%      | 2.5%      | 2.5%             | 2.5%                 | 2.5%      |
| 25-30 Years                              | 3.5%      | 3.5%      | 3.0%             | 3.0%                 | 3.0%      |
| 30+ Years                                | 4.0%      | 4.0%      | 3.5%             | 3.5%                 | 3.5%      |
| <b>VACATION ACCRUALS**</b>               |           |           |                  |                      |           |
| < 5 Years                                | 4.35      | 4.35      | 9.55             | 5.35                 | 4.35      |
| Annual Maximum Carryover                 | 250       | 250       | 240              | 240                  | 280       |
| 5 - 9 Years                              | 5.35      | 5.35      | 10.55            | 6.35                 | 5.35      |
| Annual Maximum Carryover                 | 250       | 250       | 240              | 240                  | 280       |
| 10-14 Years                              | 6.35      | 6.35      | 11.55            | 7.35                 | 6.35      |
| Annual Maximum Carryover                 | 250       | 250       | 280              | 280                  | 280       |
| 15-19 Years                              | 7.35      | 7.35      | 12.20            | 8.00                 | 7.35      |
| Annual Maximum Carryover                 | 250       | 250       | 280              | 280                  | 280       |
| 20+ Years                                | 8.35      | 8.35      | 12.55            | 8.35                 | 8.35      |
| Annual Maximum Carryover                 | 250       | 250       | 280              | 280                  | 280       |
| <b>VACATION SELLBACK**</b>               |           |           |                  |                      |           |
| Accrual (regardless of years of service) | 6         | 6         |                  |                      | 6         |
| Annual Maximum Carryover                 | 250       | 250       |                  |                      | 250       |
| <b>SICK LEAVE</b>                        |           |           |                  |                      |           |
| Monthly accrual                          | 4         | 4         | 4                | 4                    | 4         |
| No Maximum Carryover                     |           |           |                  |                      |           |
| <b>HOLIDAYS (prorated at 50%)</b>        |           |           |                  |                      |           |
| Regular                                  | 9         | 10        | 9                | 3                    | 9         |
| Personal (Floating Holiday)              | 1         | 0         | 1                | 0                    | 1         |

Note: Elected Officials do not receive longevity pay, nor do they accrue vacation, sick leave or Personal Holidays.  
 \*\*Employees hired prior to 01/01/01 have a choice between the regular Vacation plan and the Vacation Sell Back plan.  
 Employees hired on or after 01/01/01 are enrolled in the Vacation Sell Back plan (except CCOM).  
 Employees may sell one week of vacation each calendar year as long as they have taken at least one week of vacation during that year.  
 CCOM Dispatch employees earn additional vacation time in lieu of most holidays.