FULLTIME EMPLOYEES (30+ HOURS PER WEEK) BENEFITS INFORMATION SUMMARY 2025

	LY COST			Single w/			
		Single	Married	Child/ren	Family		
Kaiser		\$0.00	\$0.00	\$0.00	\$0.00		
Providence Open (Option/VSP Vision	\$125.64	\$125.64	\$125.64	\$125.64		
Providence Person	nal Option/VSP Vision	\$107.54	\$107.54	\$107.54	\$107.54		
Medical Opt Out -	HRA VEBA Contribution	\$176.00	\$176.00	\$176.00	\$176.00		
	N COST			Single w/			
DENTAL PLANS & MONTHL	Y COST	Single	Married	Child/ren	Family		
Kaiser		\$0.00	\$0.00	\$0.00	\$0.00		
MODA Incentive		\$0.00	\$0.00	\$0.00	\$0.00		
Dental Opt Out	Cash Back	\$88.00	\$88.00	\$88.00	\$88.00		
VELLNESS AND EMPLOYEE							
	ns and classes for you to	,		and the second firm of the second			
EAP Includes 6 VISIT	ts per issue for counseling	g, 24/7 uniimitea p	onone, research	retrieval, jinan	ciai coacning, ana mo	ore	
IFE INSURANCE		Coverage	Premium				
Employee		\$75,000.00	-				
Dependents		\$2,000.00	\$0.00				
Also available for p	ourchase: Group Univers	al Life, Accidental	Death & Disme	mberment.			
DISABILITY INSURANCE	After 20 days plan pa	vs 60% of your ba	o calary up to c		athly hanafit of		\$1,999.8
	After 30 days, plan pa	, ,,	, ,		, , ,		
Alco available for n			o un to a mavin	um covered me	with by calary of		¢10 000
Also available for p	ourchase: Supplemental	Disability coverage	e up to a maxim	num covered mo	onthly salary of		\$10,000
Also available for p		, 5	e up to a maxim	num covered mc	LONGEVITY (per r	-	\$10,000
AID TIME OFF Monthly ad	ccruals (prorated for less	than 1.0 FTE) Maximum	e up to a maxim	num covered mo	LONGEVITY (per r NON-SWORN EMI	PLOYEES*	\$10,000
AID TIME OFF Monthly ad	ccruals (prorated for less Service Accrual Plan	than 1.0 FTE) Maximum Carryover			LONGEVITY (per r NON-SWORN EMI Flat Rate** P	PLOYEES* ercentage	\$10,000
AID TIME OFF Monthly ad Vacation < 5 Years	ccruals (prorated for less Service Accrual Plan 11.7	than 1.0 FTE) Maximum Carryover 240		5 - 9 Years	LONGEVITY (per r NON-SWORN EMI Flat Rate** P 79.92	PLOYEES* ercentage 1.0%	\$10,000
PAID TIME OFF Monthly and Vacation < 5 Years 5 - 9 Years	ccruals (prorated for less Service Accrual Plan 11.7 13.7	than 1.0 FTE) Maximum Carryover 240 240		5 - 9 Years 10-14 Years	LONGEVITY (per r NON-SWORN EMI Flat Rate** P 79.92 159.84	PLOYEES* ercentage 1.0% 1.5%	\$10,000
AID TIME OFF Monthly ad Vacation < 5 Years 5 - 9 Years 10-14 Years	ccruals (prorated for less Service Accrual Plan 11.7 13.7 15.7	than 1.0 FTE) Maximum Carryover 240 240 320		5 - 9 Years 10-14 Years 15-19 Years	LONGEVITY (per r NON-SWORN EMI Flat Rate** P 79.92 159.84 239.76	PLOYEES* ercentage 1.0% 1.5% 2.0%	\$10,000
PAID TIME OFF Monthly ad Vacation < 5 Years 5 - 9 Years 10-14 Years 15-19 Years	ccruals (prorated for less Service Accrual Plan 11.7 13.7 15.7 17.0	than 1.0 FTE) Maximum Carryover 240 240 320 320		5 - 9 Years 10-14 Years 15-19 Years 20-24 Years	LONGEVITY (per r NON-SWORN EMI Flat Rate** P 79.92 159.84 239.76 319.68	PLOYEES* ercentage 1.0% 1.5% 2.0% 2.5%	\$10,000
AID TIME OFF Monthly ad Vacation < 5 Years 5 - 9 Years 10-14 Years 15-19 Years 20+ Years	ccruals (prorated for less Service Accrual Plan 11.7 13.7 15.7 17.0 18.3	than 1.0 FTE) Maximum Carryover 240 240 320 320 320 360		5 - 9 Years 10-14 Years 15-19 Years 20-24 Years 25-30 Years	LONGEVITY (per r NON-SWORN EMI Flat Rate** P 79.92 159.84 239.76 319.68 399.60	PLOYEES* ercentage 1.0% 1.5% 2.0% 2.5% 3.5%	\$10,000
PAID TIME OFF Monthly ad Vacation < 5 Years 5 - 9 Years 10-14 Years 15-19 Years	ccruals (prorated for less Service Accrual Plan 11.7 13.7 15.7 17.0	than 1.0 FTE) Maximum Carryover 240 240 320 320		5 - 9 Years 10-14 Years 15-19 Years 20-24 Years 25-30 Years 30+ Years	LONGEVITY (per r NON-SWORN EMI Flat Rate** P 79.92 159.84 239.76 319.68 399.60 479.52	PLOYEES* ercentage 1.0% 1.5% 2.0% 2.5% 3.5% 4.0%	
AID TIME OFF Monthly ad Vacation < 5 Years 5 - 9 Years 10-14 Years 15-19 Years 20+ Years Sick Leave	ccruals (prorated for less Service Accrual Plan 11.7 13.7 15.7 17.0 18.3 8.0	than 1.0 FTE) Maximum Carryover 240 240 320 320 320 360		5 - 9 Years 10-14 Years 15-19 Years 20-24 Years 25-30 Years 30+ Years For Longevity/Incentive ;	LONGEVITY (per r NON-SWORN EMI Flat Rate** P 79.92 159.84 239.76 319.68 399.60 479.52 Day for sworn employee, see POA	PLOYEES* ercentage 1.0% 1.5% 2.0% 2.5% 3.5% 4.0% Collective Bargaining Ag	
PAID TIME OFF Monthly ad Vacation < 5 Years 5 - 9 Years 10-14 Years 15-19 Years 20+ Years Sick Leave Additional paid day	ccruals (prorated for less Service Accrual Plan 11.7 13.7 15.7 17.0 18.3 8.0	than 1.0 FTE) Maximum Carryover 240 240 320 320 360 No limit		5 - 9 Years 10-14 Years 15-19 Years 20-24 Years 25-30 Years 30+ Years ^{1For Longevity/Incentive p}	LONGEVITY (per r NON-SWORN EMI Flat Rate** P 79.92 159.84 239.76 319.68 399.60 479.52	PLOYEES* ercentage 1.0% 1.5% 2.0% 2.5% 3.5% 4.0% Collective Bargaining Ag	
PAID TIME OFF Monthly ad Vacation < 5 Years 5 - 9 Years 10-14 Years 15-19 Years 20+ Years Sick Leave Additional paid day Holidays	ccruals (prorated for less Service Accrual Plan 11.7 13.7 15.7 17.0 18.3 8.0 /s	than 1.0 FTE) Maximum Carryover 240 240 320 320 360 No limit Bereavement	Up to 3 days pe	5 - 9 Years 10-14 Years 15-19 Years 20-24 Years 25-30 Years 30+ Years ^{1For Longevity/Incentive p} **Flat rate longevity only er incident	LONGEVITY (per r NON-SWORN EMI Flat Rate** P 79.92 159.84 239.76 319.68 399.60 479.52 Day for sworn employee, see POA of to employees hired before Novem	PLOYEES* ercentage 1.0% 1.5% 2.0% 2.5% 3.5% 4.0% Collective Bargaining Ag	\$10,000.
PAID TIME OFF Monthly ad Vacation < 5 Years 5 - 9 Years 10-14 Years 15-19 Years 20+ Years Sick Leave Additional paid day	ccruals (prorated for less Service Accrual Plan 11.7 13.7 15.7 17.0 18.3 8.0	than 1.0 FTE) Maximum Carryover 240 240 320 320 360 No limit	Up to 3 days pe	5 - 9 Years 10-14 Years 15-19 Years 20-24 Years 25-30 Years 30+ Years ^{1For Longevity/Incentive p} **Flat rate longevity only er incident	LONGEVITY (per r NON-SWORN EMI Flat Rate** P 79.92 159.84 239.76 319.68 399.60 479.52 Day for sworn employee, see POA	PLOYEES* ercentage 1.0% 1.5% 2.0% 2.5% 3.5% 4.0% Collective Bargaining Ag	
PAID TIME OFF Monthly ad Vacation < 5 Years 5 - 9 Years 10-14 Years 15-19 Years 20+ Years Sick Leave Additional paid day Holidays	ccruals (prorated for less Service Accrual Plan 11.7 13.7 15.7 17.0 18.3 8.0 /s	than 1.0 FTE) Maximum Carryover 240 240 320 320 360 No limit Bereavement	Up to 3 days pe	5 - 9 Years 10-14 Years 15-19 Years 20-24 Years 25-30 Years 30+ Years ^{1For Longevity/Incentive p} **Flat rate longevity only er incident	LONGEVITY (per r NON-SWORN EMI Flat Rate** P 79.92 159.84 239.76 319.68 399.60 479.52 Day for sworn employee, see POA of to employees hired before Novem	PLOYEES* ercentage 1.0% 1.5% 2.0% 2.5% 3.5% 4.0% Collective Bargaining Ag	
PAID TIME OFF Monthly ad Vacation < 5 Years 5 - 9 Years 10-14 Years 15-19 Years 20+ Years Sick Leave Additional paid day Holidays Personal Day	ccruals (prorated for less Service Accrual Plan 11.7 13.7 15.7 17.0 18.3 8.0 /s	than 1.0 FTE) Maximum Carryover 240 240 320 320 360 No limit Bereavement	Up to 3 days pe	5 - 9 Years 10-14 Years 15-19 Years 20-24 Years 25-30 Years 30+ Years ^{1For Longevity/Incentive p} **Flat rate longevity only er incident	LONGEVITY (per r NON-SWORN EMI Flat Rate** P 79.92 159.84 239.76 319.68 399.60 479.52 Day for sworn employee, see POA of to employees hired before Novem	PLOYEES* ercentage 1.0% 1.5% 2.0% 2.5% 3.5% 4.0% Collective Bargaining Ag	
PAID TIME OFF Monthly and Vacation < 5 Years 5 - 9 Years 10-14 Years 15-19 Years 20+ Years Sick Leave Additional paid day Holidays Personal Day	ccruals (prorated for less Service Accrual Plan 11.7 13.7 15.7 17.0 18.3 8.0 //s 10 2	than 1.0 FTE) Maximum Carryover 240 240 320 320 360 No limit Bereavement Military	Up to 3 days pe 2 weeks per Fe	5 - 9 Years 10-14 Years 15-19 Years 20-24 Years 25-30 Years 30+ Years ^{1For Longevity/Incentive p} **Flat rate longevity only er incident	LONGEVITY (per r NON-SWORN EMI Flat Rate** P 79.92 159.84 239.76 319.68 399.60 479.52 Day for sworn employee, see POA of to employees hired before Novem	PLOYEES* ercentage 1.0% 1.5% 2.0% 2.5% 3.5% 4.0% Collective Bargaining Ag	
PAID TIME OFF Monthly ad Vacation < 5 Years 5 - 9 Years 10-14 Years 15-19 Years 20+ Years Sick Leave Additional paid day Holidays Personal Day RETIREMENT Social Security PERS "Pickup"	ccruals (prorated for less Service Accrual Plan 11.7 13.7 15.7 17.0 18.3 8.0 //s 10 2 7.65%	than 1.0 FTE) Maximum Carryover 240 240 320 320 360 No limit Bereavement Military Deferred Comp Medical Trust	Up to 3 days pa 2 weeks per Fe 4.00% 4.00%	5 - 9 Years 10-14 Years 15-19 Years 20-24 Years 25-30 Years 30+ Years *For Longevity/Incentive p *Filat rate longevity only er incident deral budget ye	LONGEVITY (per r NON-SWORN EMI Flat Rate** P 79.92 159.84 239.76 319.68 399.60 479.52 Day for sworn employee, see POA I to employees hired before Novem ar (October - Septem	PLOYEES* ercentage 1.0% 1.5% 2.0% 2.5% 3.5% 4.0% Collective Bargaining Ag	
PAID TIME OFF Monthly ad Vacation < 5 Years 5 - 9 Years 10-14 Years 15-19 Years 20+ Years Sick Leave Additional paid day Holidays Personal Day RETIREMENT Social Security PERS "Pickup" Plus the County cor	ccruals (prorated for less Service Accrual Plan 11.7 13.7 15.7 17.0 18.3 8.0 //s 10 2 7.65% 6.00% htributes to the PERS/OF	than 1.0 FTE) Maximum Carryover 240 240 320 320 360 No limit Bereavement Military Deferred Comp Medical Trust	Up to 3 days pa 2 weeks per Fe 4.00% 4.00%	5 - 9 Years 10-14 Years 15-19 Years 20-24 Years 25-30 Years 30+ Years *For Longevity/Incentive p *Filat rate longevity only er incident deral budget ye	LONGEVITY (per r NON-SWORN EMI Flat Rate** P 79.92 159.84 239.76 319.68 399.60 479.52 Day for sworn employee, see POA I to employees hired before Novem ar (October - Septem	PLOYEES* ercentage 1.0% 1.5% 2.0% 2.5% 3.5% 4.0% Collective Bargaining Ag	
PAID TIME OFF Monthly ad Vacation < 5 Years 5 - 9 Years 10-14 Years 15-19 Years 20+ Years Sick Leave Additional paid day Holidays Personal Day RETIREMENT Social Security PERS "Pickup" Plus the County cor	ccruals (prorated for less Service Accrual Plan 11.7 13.7 15.7 17.0 18.3 8.0 /s 10 2 7.65% 6.00% htributes to the PERS/OF D PLANS	s than 1.0 FTE) Maximum Carryover 240 320 320 360 No limit Bereavement Military Deferred Comp Medical Trust	Up to 3 days po 2 weeks per Fe 4.00% 4.00% fit retirement fu	5 - 9 Years 10-14 Years 15-19 Years 20-24 Years 25-30 Years 30+ Years *For Longevity/Incentive J *Filat rate longevity only er incident deral budget ye nd (percent vari	LONGEVITY (per r NON-SWORN EMI Flat Rate** P 79.92 159.84 239.76 319.68 399.60 479.52 Day for sworn employee, see POA I to employees hired before Novem ar (October - Septem	PLOYEES* ercentage 1.0% 1.5% 2.0% 2.5% 3.5% 4.0% Collective Bargaining Ag ber 8, 2023	
PAID TIME OFF Monthly ad Vacation < 5 Years 5 - 9 Years 10-14 Years 15-19 Years 20+ Years Sick Leave Additional paid day Holidays Personal Day RETIREMENT Social Security PERS "Pickup" Plus the County cor	ccruals (prorated for less Service Accrual Plan 11.7 13.7 15.7 17.0 18.3 8.0 //s 10 2 7.65% 6.00% htributes to the PERS/OF	s than 1.0 FTE) Maximum Carryover 240 320 320 360 No limit Bereavement Military Deferred Comp Medical Trust	Up to 3 days po 2 weeks per Fe 4.00% 4.00% fit retirement fu	5 - 9 Years 10-14 Years 15-19 Years 20-24 Years 25-30 Years 30+ Years *For Longevity/Incentive J *Filat rate longevity only er incident deral budget ye nd (percent vari	LONGEVITY (per r NON-SWORN EMI Flat Rate** P 79.92 159.84 239.76 319.68 399.60 479.52 Day for sworn employee, see POA I to employees hired before Novem ar (October - Septem	PLOYEES* ercentage 1.0% 1.5% 2.0% 2.5% 3.5% 4.0% Collective Bargaining Ag ber 8, 2023	
PAID TIME OFF Monthly ad Vacation < 5 Years 5 - 9 Years 10-14 Years 15-19 Years 20+ Years Sick Leave Additional paid day Holidays Personal Day RETIREMENT Social Security PERS "Pickup" Plus the County cor	ccruals (prorated for less Service Accrual Plan 11.7 13.7 15.7 17.0 18.3 8.0 /s 10 2 7.65% 6.00% htributes to the PERS/OF D PLANS	s than 1.0 FTE) Maximum Carryover 240 320 320 360 No limit Bereavement Military Deferred Comp Medical Trust	Up to 3 days po 2 weeks per Fe 4.00% 4.00% fit retirement fu	5 - 9 Years 10-14 Years 15-19 Years 20-24 Years 25-30 Years 30+ Years *For Longevity/Incentive J *Filat rate longevity only er incident deral budget ye nd (percent vari	LONGEVITY (per r NON-SWORN EMI Flat Rate** P 79.92 159.84 239.76 319.68 399.60 479.52 Day for sworn employee, see POA I to employees hired before Novem ar (October - Septem	PLOYEES* ercentage 1.0% 1.5% 2.0% 2.5% 3.5% 4.0% Collective Bargaining Ag ber 8, 2023	

INCENTIVE PROGRAM Additional pay for education, DPSST certification and firearms qualification.

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.