

## NONREPRESENTED (FT)

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

#### MEDICAL PLANS & MONTHLY COST

	<i>Single</i>	<i>Married</i>	<i>Single w/ Child/ren</i>	<i>Family</i>
Kaiser	\$42.28	\$85.54	\$76.08	\$126.80
Providence Open Option/VSP Vision	\$46.76	\$93.30	\$84.16	\$140.00
Providence Personal Option/VSP Vision	\$42.50	\$84.90	\$76.56	\$127.46
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)

	<i>Service Accrual</i>	<i>Maximum</i>	<i>LONGEVITY</i>	
	<i>Plan*</i>	<i>Sellback Plan**</i>	<i>Carryover</i>	
Vacation				
< 5 Years	12.7	16.0	280	5 - 9 Years 1.5%
5 - 9 Years	14.0	16.0	280	10-14 Years 2.0%
10-14 Years	16.0	16.0	280	15-19 Years 2.5%
15-19 Years	18.0	16.0	280	20-24 Years 3.0%
20+ Years	19.3	16.0	280	25-30 Years 3.5%
Sick Leave	8.0	8.0	No limit	30+ Years 4.0%

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

Additional paid days \*\* Non-Represented employees may sell back up to 60 vacation hours per year.

Holidays	10	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)

#### OPTIONAL EMPLOYEE-PAID PLANS

Section 457b Deferred Compensation, Flexible Spending Account, Long Term Care, Legal Insurance, HRA VEBA, AFLAC  
(Some classifications are eligible for employer-paid 457b Deferred Compensation contributions)

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