

NONREPRESENTED GROUP 1

FULLTIME EMPLOYEES (30+ HOURS PER WEEK) BENEFITS INFORMATION SUMMARY 2019

MEDICAL PLANS & MONTHLY COST	<i>Single w/</i>			
	<i>Single</i>	<i>Married</i>	<i>Child/ren</i>	<i>Family</i>
Kaiser	\$33.00	\$66.02	\$59.40	\$99.02
Providence Open Option/VSP Vision	\$41.76	\$83.46	\$75.26	\$125.30
Providence Personal Option/VSP Vision	\$37.54	\$75.06	\$67.66	\$112.76
Medical Opt Out - Cash Back	\$83.00	\$164.00	\$148.00	\$247.00

DENTAL PLANS & MONTHLY COST	<i>Single w/</i>			
	<i>Single</i>	<i>Married</i>	<i>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
Up to 6 visits per incident for crisis intervention and short-term counseling

LIFE INSURANCE	<i>Coverage</i>	<i>Premium</i>			
Employee	\$150,000.00	\$0.00	<i>opt down to</i>	\$50,000.00	<i>cash back</i> \$16.00
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	LONGEVITY	
			Carryover		
< 5 Years	12.7	16.0	280	5 - 9 Years	1.0%
5 - 9 Years	14.0	16.0	280	10-14 Years	1.5%
10-14 Years	16.0	16.0	280	15-19 Years	2.0%
15-19 Years	18.0	16.0	280	20-24 Years	2.5%
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

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%
Deferred Comp	6.27%	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, Supplemental Life Insurance, 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.