

2019	NONREPRESENTED				REPRESENTED				PEACE OFFICERS			
MEDICAL	Single	Married	Single w/ Child/ren	Family	Single	Married	Single w/ Child/ren	Family	Single	Married	Single w/ Child/ren	Family
<b>Kaiser</b>												
Employer	627.18	1,254.34	1,128.92	1,881.54	590.08	1,250.26	1,118.22	1,910.46	674.14	1,348.30	1,213.46	2,022.44
Employee	33.00	66.02	59.40	99.02	70.10	70.10	70.10	70.10	-	-	-	-
	660.18	1,320.36	1,188.32	1,980.56	660.18	1,320.36	1,188.32	1,980.56	674.14	1,348.30	1,213.46	2,022.44
Composite Equivalent Employer				1,402.12			95%	1,402.12				1,400.68
Employee								70.10				
<b>Providence Personal Option/VSP Vision</b>												
Employer	713.46	1,425.94	1,285.34	2,142.24	670.76	1,420.76	1,272.76	2,174.76	638.04	1,362.04	1,219.04	2,088.04
Employee	37.54	75.06	67.66	112.76	80.24	80.24	80.24	80.24	85.96	85.96	85.96	85.96
	751.00	1,501.00	1,353.00	2,255.00	751.00	1,501.00	1,353.00	2,255.00	724.00	1,448.00	1,305.00	2,174.00
Composite Equivalent Employer				1,605.00			95%	1,605.00				1,719.00
Employee								80.24				85.96
<b>Providence Open Option/VSP Vision</b>												
Employer	793.24	1,585.54	1,429.74	2,380.70	569.28	1,403.28	1,239.28	2,240.28	647.20	1,384.20	1,239.20	2,124.20
Employee	41.76	83.46	75.26	125.30	265.72	265.72	265.72	265.72	90.80	90.80	90.80	90.80
	835.00	1,669.00	1,505.00	2,506.00	835.00	1,669.00	1,505.00	2,506.00	738.00	1,475.00	1,330.00	2,215.00
Composite Equivalent Employer				1,902.00			86%	1,902.00				1,816.00
Employee								265.72				90.80
<b>Medical Opt Out - Cash Back</b>	83.00	164.00	148.00	247.00	185.00	185.00	185.00	185.00				
<b>Medical Opt Out - HRA Contribution</b>									176.00	176.00	176.00	176.00

	NONREPRESENTED				REPRESENTED				PEACE OFFICERS			
<b>DENTAL</b>												
<b>Kaiser</b>												
Employer	103.08	204.08	142.24	244.26	103.08	204.08	142.24	244.26	103.08	204.08	142.24	244.26
Employee	-	-	-	-	-	-	-	-	-	-	-	-
	<u>103.08</u>	<u>204.08</u>	<u>142.24</u>	<u>244.26</u>	<u>103.08</u>	<u>204.08</u>	<u>142.24</u>	<u>244.26</u>	<u>103.08</u>	<u>204.08</u>	<u>142.24</u>	<u>244.26</u>
Composite:				188.00				188.00				188.00
<b>MODA Preventive</b>												
Employer	82.00	164.00	118.00	200.00	82.00	164.00	118.00	200.00				
Employee	-	-	-	-	-	-	-	-				
	<u>82.00</u>	<u>164.00</u>	<u>118.00</u>	<u>200.00</u>	<u>82.00</u>	<u>164.00</u>	<u>118.00</u>	<u>200.00</u>				
Composite:				159.00				159.00				
<b>MODA Incentive</b>												
Employer	91.00	184.00	129.00	221.00	91.00	184.00	129.00	221.00	77.00	150.00	108.00	183.00
Employee	-	-	-	-	-	-	-	-	-	-	-	-
	<u>91.00</u>	<u>184.00</u>	<u>129.00</u>	<u>221.00</u>	<u>91.00</u>	<u>184.00</u>	<u>129.00</u>	<u>221.00</u>	<u>77.00</u>	<u>150.00</u>	<u>108.00</u>	<u>183.00</u>
Composite:				170.00				170.00				149.00
<b>MODA 50%</b>												
Employer	103.57	204.37	141.91	244.46	165.31	193.31	176.31	203.31				
Employee Cash Back	(48.00)	(94.00)	(65.00)	(113.00)	(87.00)	(87.00)	(87.00)	(87.00)				
FICA/PERS	(27.57)	(54.37)	(37.91)	(65.46)	(50.31)	(50.31)	(50.31)	(50.31)				
	<u>28.00</u>	<u>56.00</u>	<u>39.00</u>	<u>66.00</u>	<u>28.00</u>	<u>56.00</u>	<u>39.00</u>	<u>66.00</u>				
Composite:				51.00				51.00				
<b>Dental Opt Out</b>												
Employer	76.57	149.37	103.91	179.46	138.31	138.31	138.31	138.31	138.31	138.31	138.31	138.31
Employee Cash Back	(49.00)	(95.00)	(66.00)	(114.00)	(88.00)	(88.00)	(88.00)	(88.00)	(88.00)	(88.00)	(88.00)	(88.00)
FICA/PERS	(27.57)	(54.37)	(37.91)	(65.46)	(50.31)	(50.31)	(50.31)	(50.31)	(50.31)	(50.31)	(50.31)	(50.31)
<b>EAP</b>												
Employer Paid	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50
<b>WELLNESS</b>												
Employer Paid	\$2.86	\$2.86	\$2.86	\$2.86	\$2.86	\$2.86	\$2.86	\$2.86	\$2.86	\$2.86	\$2.86	\$2.86

	Elected/ Nonrep	Nonrep Housing Authority	EA	HA/EA	DTD	WES	FOPPO	C-COM (Non- Dispatch)	C-COM (Dispatch)	POA
<b>LIFE INSURANCE</b>										
Face Value	\$ 150,000	\$ 150,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 75,000	\$ 50,000	\$ 50,000	\$ 75,000
Employer Paid Premium	\$31.80	\$31.80	\$9.80	\$9.80	\$9.80	\$9.80	\$14.70	\$9.80	\$9.80	\$14.70
Face Value (Opt Down Coverage)	\$ 50,000	\$ 50,000								
Employer Premium	\$32.48	\$32.48								
Employee Cash Back	\$ (16.00)	\$ (16.00)								
FICA/PERS Premium	\$ (5.88) \$ 10.60	\$ (5.88) \$ 10.60								
\$5000 Dependent - Employee Paid	\$2.38	\$2.38	\$2.38	\$2.38	\$2.38	\$2.38	\$2.38	\$2.38	\$2.38	
\$2000 Dependent - Employer Paid										\$0.38
AD&D - Employee - Employee Paid	\$0.040	\$0.040	\$0.040	\$0.040	\$0.040	\$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	\$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	\$ 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	\$ 0.34	\$ 0.34	\$ 0.34	\$ 0.34	\$ 0.34
Maximum Covered Salary	\$ 3,333	\$ 3,333	\$ 3,333	\$ 3,333	\$ 3,333	\$ 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	\$ 8,333	\$ 8,333	\$ 8,333	\$ 8,333	\$ 10,000
<b>DEFERRED COMPENSATION</b>										
Employer Paid	6.27%						1.00%	1-3% Match	1-3% Match	4.00%
<b>PERS/OPSRP PENSION (Effective 07/01/2015 thru 06/30/2017)</b>										
Employee Rate - County Paid	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
Employer Rate - PERS Tier 1 & 2	23.07%	21.57%	23.07%	21.57%	23.07%	23.07%	23.07%	23.07%	23.07%	23.07%
OPSRP General Service	14.82%	14.19%	14.82%	14.19%	14.82%	14.82%		14.82%	14.82%	14.82%
OPSRP Police & Fire	19.59%						19.59%			19.59%
<b>FICA</b>										
Social Security	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%
Medicare	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
<b>RETIREE MEDICAL FUND</b>										
Employer Paid - % of Base Salary	3.50%	(Sheriff's Office Employees Only - POA Union)								
	3.50%	(Sheriff's Office Employees Only - Command)								

	Elected/ Nonrep	Nonrep Housing Authority	EA	H/EA	DTD	WES	FOPPO	C-COM (Non- Dispatch)	C-COM (Dispatch)	POA
<b>LONGEVITY</b>										
5 - 9 Years	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	\$ 67.33
10-14 Years	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	\$ 134.66
15-19 Years	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	\$ 201.99
20-24 Years	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	\$ 269.32
25-30 Years	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.0%	3.0%	3.0%	\$ 336.65
30+ Years	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	3.5%	3.5%	3.5%	\$ 403.98
<b>VACATION ACCRUALS (MONTHLY)**</b>										
< 5 Years	12.7	12.7	8.7	8.7	8.7	8.7	8.7	10.7	19.1	11.7
Annual Maximum Carryover	280	280	250	250	250	218	280	240	240	240
5 - 9 Years	14.0	14.0	10.7	10.7	10.7	10.7	10.7	12.7	21.1	13.7
Annual Maximum Carryover	280	280	250	250	250	218	280	240	240	240
10-14 Years	16.0	16.0	12.7	12.7	12.7	12.7	12.7	14.7	23.1	15.7
Annual Maximum Carryover	280	280	250	250	250	258	280	280	280	320
15-19 Years	18.0	18.0	14.7	14.7	14.7	14.7	14.7	16.0	24.4	17.0
Annual Maximum Carryover	280	280	250	250	250	258	280	280	280	320
20+ Years	19.3	19.3	16.7	16.7	16.7	16.7	16.7	16.7	25.1	18.3
Annual Maximum Carryover	280	280	250	250	250	258	280	280	280	360
<b>VACATION SELLBACK ACCRUALS (MONTHLY)**</b>										
Accrual (all years of service)	16	16	12	12	12	12	12			
Annual Maximum Carryover	280	280	250	250	250	250	250			
<b>SICK LEAVE</b>										
Monthly accrual	8	8	8	8	8	8	8	8	8	8
No Maximum Carryover										
<b>HOLIDAYS</b>										
Regular	9	9	9	10	9	9	9	9	3	9
Personal (Floating Holiday)	1	1	1	0	1	1	2	1	0	2

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 & POA).

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.