

**AFSCME-CCOM**

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

MEDICAL PLANS & MONTHLY COST	Single w/			
	Single	Married	Child/ren	Family
Kaiser	\$70.10	\$70.10	\$70.10	\$70.10
Providence Open Option/VSP Vision	\$265.72	\$265.72	\$265.72	\$265.72
Providence Personal Option/VSP Vision	\$80.24	\$80.24	\$80.24	\$80.24
Medical Opt Out - Cash Back	\$185.00	\$185.00	\$185.00	\$185.00

DENTAL PLANS & MONTHLY COST	Single w/			
	Single	Married	Child/ren	Family
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	\$87.00	\$87.00	\$87.00	\$87.00
Dental Opt Out Cash Back	\$88.00	\$88.00	\$88.00	\$88.00

**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	Coverage	Premium
Employee	\$50,000.00	\$0.00
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)			LONGEVITY	
	Non-Dispatch	Dispatch	Maximum Carryover		
Vacation					
< 5 Years	10.7	19.1	240	5 - 9 Years	1.0%
5 - 9 Years	12.7	21.1	240	10-14 Years	1.5%
10-14 Years	14.7	23.1	280	15-19 Years	2.0%
15-19 Years	16.0	24.4	280	20-24 Years	2.5%
20+ Years	16.7	25.1	280	25-30 Years	3.0%
Sick Leave	8.0	8.0	No limit	30+ Years	3.5%

*Additional paid days*

Holidays	9	3
Personal Day	1	0
Bereavement	<i>Up to 3 days per incident</i>	
Military	<i>2 weeks per Federal budget year (October - September)</i>	

**RETIREMENT**

Social Security     7.65%  
PERS "Pickup"     6.00%  
Deferred Comp 457 Retirement Plan     1-3% Match     on employee contributions  
*Plus the County contributes to the PERS/OPSRP defined benefit retirement fund (percent varies)*

**OPTIONAL EMPLOYEE-PAID PLANS**

*Section 457 Deferred Compensation, Long Term Care, Home & Auto, Legal Insurance, Pet Insurance, AFLAC*

**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.