

AFSCME-CCOM

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

MEDICAL PLANS & MONTHLY COST		Single w/		
		Single	Married	Child/ren Family
Kaiser		\$88.46	\$88.46	\$88.46
Providence Open Option/VSP Vision		\$105.70	\$105.70	\$105.70
Providence Personal Option/VSP Vision		\$86.16	\$86.16	\$86.16
Medical Opt Out - Cash Back		\$185.00	\$185.00	\$185.00

DENTAL PLANS & MONTHLY COST		Single w/		
		Single	Married	Child/ren Family
Kaiser		\$0.00	\$0.00	\$0.00
MODA Preventive		\$0.00	\$0.00	\$0.00
MODA Incentive		\$0.00	\$0.00	\$0.00
MODA 50% Cash Back		\$87.00	\$87.00	\$87.00
Dental Opt Out Cash Back		\$88.00	\$88.00	\$88.00

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	Coverage	Premium
Employee	\$75,000.00	\$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	
			Maximum Carryover		
Vacation	Non-Dispatch	Dispatch		5 - 9 Years	1.5%
< 5 Years	10.7	19.1	240	10-14 Years	2.0%
5 - 9 Years	12.7	21.1	240	15-19 Years	2.5%
10-14 Years	14.7	23.1	280	20-24 Years	3.0%
15-19 Years	16.0	24.4	280	25-30 Years	3.0%
20+ Years	16.7	25.1	280	30+ Years	3.5%
Sick Leave	8.0	8.0	No limit		
Additional paid days					
Holidays	10	0			
Personal Day	1	0			
Bereavement	Up to 3 days per incident				
Military	2 weeks per Federal budget year (October - September)				

RETIREMENT

Social Security	7.65%
PERS "Pickup"	6.00%
Deferred Comp 457 Retirement Plan	1-3.5% 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, Flexible Spending Account, Long Term Care, Legal Insurance, HRA VEBA, 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.