

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	\$88.46
Providence Open Option/VSP Vision	\$105.70	\$105.70	\$105.70	\$105.70
Providence Personal Option/VSP Vision	\$86.16	\$86.16	\$86.16	\$86.16
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
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 <i>Monthly accruals (prorated for less than 1.0 FTE)</i>				LONGEVITY	
	Non-Dispatch	Dispatch	Maximum Carryover		
Vacation				5 - 9 Years	1.0%
< 5 Years	10.7	19.1	240	10-14 Years	1.5%
5 - 9 Years	12.7	21.1	240	15-19 Years	2.0%
10-14 Years	14.7	23.1	280	20-24 Years	2.5%
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	<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	1-3.5% Match on employee contributions
<i>Plus the County contributes to the PERS/OPSRP defined benefit retirement fund (percent varies)</i>	

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.