

AFSCME-WES (PT)

**PARTTIME EMPLOYEES (20-29 HOURS PER WEEK)
BENEFITS INFORMATION SUMMARY
2024**

MEDICAL PLANS & MONTHLY COST

	<i>Single</i>	<i>Married</i>	<i>Single w/ Child/ren</i>	<i>Family</i>
Kaiser	\$80.26	\$80.26	\$80.26	\$80.26
Providence Open Option/VSP Vision	\$102.80	\$102.80	\$102.80	\$102.80
Providence Personal Option/VSP Vision	\$85.36	\$85.36	\$85.36	\$85.36
Medical Opt Out - Cash Back	\$185.00	\$185.00	\$185.00	\$185.00

DENTAL PLANS & MONTHLY COST

	<i>Single</i>	<i>Married</i>	<i>Single w/ Child/ren</i>	<i>Family</i>
Kaiser	\$102.02	\$201.98	\$140.80	\$241.76
MODA Preventive	\$79.00	\$158.00	\$112.00	\$193.00
MODA Incentive	\$89.00	\$181.00	\$127.00	\$217.00
MODA 50% Cash Back	\$31.00	\$61.00	\$41.00	\$73.00

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

Available for purchase: Group Universal Life, Accidental Death & Dismemberment.

PAID TIME OFF *Monthly accruals (prorated for less than 1.0 FTE)*

	Service Accrual Plan*	Sellback Plan	Maximum Carryover	LONGEVITY	
Vacation					
< 5 Years	8.7	12.0	218.0	5 - 9 Years	1.0%
5 - 9 Years	10.7	12.0	218.0	10-14 Years	1.5%
10-14 Years	12.7	12.0	258.0	15-19 Years	2.0%
15-19 Years	14.7	12.0	258.0	20-24 Years	2.5%
20+ Years	16.7	12.0	258.0	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	10
Personal Day	1
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%

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.