

AFSCME-WES (PT)

**PARTTIME EMPLOYEES (20-29 HOURS PER WEEK)
BENEFITS INFORMATION SUMMARY
2019**

MEDICAL PLANS & MONTHLY COST	<i>Single w/</i>			
	<i>Single</i>	<i>Married</i>	<i>Child/ren</i>	<i>Family</i>
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	<i>Single w/</i>			
	<i>Single</i>	<i>Married</i>	<i>Child/ren</i>	<i>Family</i>
Kaiser	\$103.08	\$204.08	\$142.24	\$244.26
MODA Preventive	\$82.00	\$164.00	\$118.00	\$200.00
MODA Incentive	\$91.00	\$184.00	\$129.00	\$221.00
MODA 50% Cash Back	\$28.00	\$56.00	\$39.00	\$66.00

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

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

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

			Maximum		LONGEVITY	
	Service Accrual Plan*	Sellback Plan	Carryover			
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	9
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, 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.