

**EMPLOYEES ASSOCIATION (JS)**

**JOBSHARE EMPLOYEES (18.75+ 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	\$0.00	\$502.22	\$370.18	\$1,162.42
Providence Open Option/VSP Vision	\$16.86	\$850.86	\$686.86	\$1,687.86
Providence Personal Option/VSP Vision	\$0.00	\$682.86	\$534.86	\$1,436.86
Medical Opt Out - Cash Back	\$92.50	\$92.50	\$92.50	\$92.50

DENTAL PLANS & MONTHLY COST	<i>Single w/</i>			
	<i>Single</i>	<i>Married</i>	<i>Child/ren</i>	<i>Family</i>
Kaiser	\$9.08	\$110.08	\$48.24	\$150.26
MODA Preventive	\$0.00	\$70.00	\$24.00	\$106.00
MODA Incentive	\$0.00	\$90.00	\$35.00	\$127.00
MODA 50% Cash Back	\$43.50	\$43.50	\$43.50	\$43.50
Dental Opt Out Cash Back	\$44.00	\$44.00	\$44.00	\$44.00

**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	<i>Coverage</i>	<i>Premium</i>
Employee	\$25,000.00	\$0.00
Dependents	\$5,000.00	\$2.38

*Also available for purchase: Group Universal Life, Accidental Death & Dismemberment.*

<b>DISABILITY INSURANCE</b>	<i>After 30 days, plan pays 60% of your base salary up to a maximum monthly benefit of</i>	\$1,999.80
	<i>Also available for purchase: Supplemental Disability coverage up to a maximum covered monthly salary of</i>	\$8,333.00

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

Vacation	Service Accrual Plan*	Sellback Plan	Maximum	
			Carryover	
< 5 Years	8.7	12.0	250	
5 - 9 Years	10.7	12.0	250	
10-14 Years	12.7	12.0	250	
15-19 Years	14.7	12.0	250	
20+ Years	16.7	12.0	250	
Sick Leave	8.0	8.0	No limit	

**LONGEVITY**

<b>5 - 9 Years</b>	1.0%
<b>10-14 Years</b>	1.5%
<b>15-19 Years</b>	2.0%
<b>20-24 Years</b>	2.5%
<b>25-30 Years</b>	3.5%
<b>30+ Years</b>	4.0%

\*Service accrual plan available only to employees hired before January 1, 2001

*Additional paid days*

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

**RETIREMENT**

<b>Social Security</b>	7.65%
<b>PERS "Pickup"</b>	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.