

EMPLOYEES ASSOCIATION (JS)

JOBSHARE EMPLOYEES (18.75+ HOURS PER WEEK) BENEFITS INFORMATION SUMMARY 2025

| MEDICAL PLANS & MONTHLY COST | <i>Single</i> | <i>Married</i> | <i>Single w/ Child/ren</i> | <i>Family</i> |
|---------------------------------------|---------------|----------------|--------------------------------|---------------|
| Kaiser | \$0.00 | \$662.94 | \$502.30 | \$1,466.00 |
| Providence Open Option/VSP Vision | \$0.00 | \$829.34 | \$655.48 | \$1,716.64 |
| Providence Personal Option/VSP Vision | \$0.00 | \$669.74 | \$511.08 | \$1,478.18 |
| Medical Opt Out - Cash Back | \$92.50 | \$92.50 | \$92.50 | \$92.50 |

| DENTAL PLANS & MONTHLY COST | <i>Single</i> | <i>Married</i> | <i>Single w/ Child/ren</i> | <i>Family</i> |
|-----------------------------|---------------|----------------|--------------------------------|---------------|
| Kaiser | \$9.10 | \$107.68 | \$47.34 | \$146.90 |
| MODA Preventive | \$0.00 | \$66.50 | \$20.50 | \$101.50 |
| MODA Incentive | \$0.00 | \$89.50 | \$35.50 | \$125.50 |
| 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

EAP includes 6 visits per issue for counseling, 24/7 unlimited phone, research retrieval, financial coaching, and more

| 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.

| | | |
|-----------------------------|--|-------------------|
| DISABILITY INSURANCE | <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 <i>Monthly accruals (prorated for less than 1.0 FTE)</i> | | | | LONGEVITY | |
|--|-----------------------|---------------|-------------------|--------------------|------|
| Vacation | Service Accrual Plan* | Sellback Plan | Maximum Carryover | | |
| < 5 Years | 8.7 | 12.0 | 250 | 5 - 9 Years | 1.0% |
| 5 - 9 Years | 10.7 | 12.0 | 250 | 10-14 Years | 1.5% |
| 10-14 Years | 12.7 | 12.0 | 250 | 15-19 Years | 2.0% |
| 15-19 Years | 14.7 | 12.0 | 250 | 20-24 Years | 2.5% |
| 20+ Years | 16.7 | 12.0 | 250 | 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.