

## EMPLOYEES ASSOCIATION

### FULLTIME EMPLOYEES (30+ HOURS PER WEEK) BENEFITS INFORMATION SUMMARY 2017

MEDICAL PLANS & MONTHLY COST	<i>Single</i>	<i>Married</i>	<i>Single w/ Child/ren</i>	<i>Family</i>
Kaiser	\$70.59	\$70.59	\$70.59	\$70.59
Providence Open Option/VSP Vision	\$244.86	\$244.86	\$244.86	\$244.86
Providence Personal Option/VSP Vision	\$75.60	\$75.60	\$75.60	\$75.60
Medical Opt Out - Cash Back	\$168.00	\$168.00	\$168.00	\$168.00

DENTAL PLANS & MONTHLY COST	<i>Single</i>	<i>Married</i>	<i>Single w/ Child/ren</i>	<i>Family</i>
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	\$82.00	\$82.00	\$82.00	\$82.00
Dental Opt Out Cash Back	\$83.00	\$83.00	\$83.00	\$83.00

#### 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	\$50,000.00	\$0.00
Dependents	\$5,000.00	\$2.39

*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	
Vacation	Service Accrual Plan*	Sellback Plan	Maximum Carryover		
< 5 Years	8.7	12.0	250	<b>5 - 9 Years</b>	1.0%
5 - 9 Years	10.7	12.0	250	<b>10-14 Years</b>	1.5%
10-14 Years	12.7	12.0	250	<b>15-19 Years</b>	2.0%
15-19 Years	14.7	12.0	250	<b>20-24 Years</b>	2.5%
20+ Years	16.7	12.0	250	<b>25-30 Years</b>	3.5%
Sick Leave	8.0	8.0	No limit	<b>30+ Years</b>	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.