# PROBATION & PAROLE OFFICERS

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

| MEDICAL PLANS & MONTHLY COST | *Single* | *Married* | *Single w/ Child/ren* | *Family* |
|---|---|---|---|---|
| **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 | | *Single* | *Married* | *Single w/ Child/ren* | *Family* |
|---|---|---|---|---|---|
| **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 | *Coverage* | *Premium* |
|---|---|---|
| **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** *Monthly accruals (prorated for less than 1.0 FTE)*

| Vacation | Service Accrual Plan* | Sellback Plan | Maximum Carryover |
|---|---|---|---|
| **< 5 Years** | 8.7 | 12.0 | 240 |
| **5 - 9 Years** | 10.7 | 12.0 | 240 |
| **10-14 Years** | 12.7 | 12.0 | 240 |
| **15-19 Years** | 14.7 | 12.0 | 240 |
| **20+ Years** | 16.7 | 12.0 | 250 |
| **Sick Leave** | 8.0 | 8.0 | No limit |

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

| LONGEVITY | |
|---|---|
| **5 - 9 Years** | 1.0% |
| **10-14 Years** | 1.5% |
| **15-19 Years** | 2.0% |
| **20-24 Years** | 2.5% |
| **25-30 Years** | 3.0% |
| **30+ Years** | 3.5% |

*Additional paid days*

| | |
|---|---|
| **Holidays** | 9 |
| **Personal Day** | 2 |
| **Bereavement** | *Up to 3 days per incident* |
| **Military** | *2 weeks per Federal budget year (October - September)* |

**RETIREMENT**

| | |
|---|---|
| **Social Security** | 7.65% |
| **PERS "Pickup"** | 6.00% |
| **Deferred Comp** | 1.00% |

*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.