NONREPRESENTED GROUP 1

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

MEDICAL PLANS & MONTHLY COST	*Single*	*Married*	*Single w/ Child/ren*	*Family*
Kaiser	$32.61	$65.22	$58.70	$97.83
Providence Open Option/VSP Vision	$37.90	$75.80	$68.35	$113.85
Providence Personal Option/VSP Vision	$34.05	$68.15	$61.45	$102.40
Medical Opt Out - Cash Back	$75.00	$149.00	$134.00	$224.00

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**	$45.00	$88.00	$61.00	$107.00
Dental Opt Out	**Cash Back**	$46.00	$89.00	$62.00	$108.00

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	$150,000.00	$0.00	*opt down to*	$50,000.00	*cash back*	$16.00
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	12.7	16.0	280
5 - 9 Years	14.0	16.0	280
10-14 Years	16.0	16.0	280
15-19 Years	18.0	16.0	280
20+ Years	19.3	16.0	280
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	3.5%
30+ Years	4.0%

Additional paid days

Holidays	9	**Bereavement**	*Up to 3 days per incident*
Personal Day	1	**Military**	*2 weeks per Federal budget year (October - September)*

RETIREMENT

Social Security	7.65%	**PERS "Pickup"**	6.00%
Deferred Comp	6.27%	*Plus the County contributes to the PERS/OPSRP defined benefit retirement fund (percent varies)*	

SURVIVORS' BENEFITS

County-paid health insurance for eligible family members for 6 months following the death of the employee

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 and County Employment Policies & Practices.