

**NONREPRESENTED GROUP 2**

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

MEDICAL PLANS & MONTHLY COST	Single w/			
	Single	Married	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 w/			
	Single	Married	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)			LONGEVITY	
	Service	Maximum			
	Accrual Plan*	Sellback Plan	Carryover		
Vacation				<b>5 - 9 Years</b>	1.0%
< 5 Years	12.7	16.0	280	<b>10-14 Years</b>	1.5%
5 - 9 Years	14.0	16.0	280	<b>15-19 Years</b>	2.0%
10-14 Years	16.0	16.0	280	<b>20-24 Years</b>	2.5%
15-19 Years	18.0	16.0	280	<b>25-30 Years</b>	3.5%
20+ Years	19.3	16.0	280	<b>30+ Years</b>	4.0%
Sick Leave	8.0	8.0	No limit		

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

*Additional paid days*

<b>Holidays</b>	9	<b>Bereavement</b>	<i>Up to 3 days per incident</i>
<b>Personal Day</b>	1	<b>Military</b>	<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)*

**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.