

CLACKAMAS COUNTY
Job Share - RFX 2017

	Single	Married	Single w/ Child/ren	Family	
MEDICAL					720.07
Kaiser					
Employer	652.19	720.07	720.07	720.07	
Employee	-	584.31	453.87	1,236.50	
	652.19	1,304.38	1,173.94	1,956.57	
Providence Open Option					
Employer	720.07	720.07	720.07	720.07	
Employee	37.93	795.93	646.93	1,556.93	
	758.00	1,516.00	1,367.00	2,277.00	
Providence Personal Option					
Employer	681.00	720.07	720.07	720.07	
Employee	-	642.93	508.93	1,327.93	
	681.00	1,363.00	1,229.00	2,048.00	
Medical Opt Out					
Cash Back	84.00	84.00	84.00	84.00	84.00
FICA/PERS	27.33	27.33	27.33	27.33	
	111.33	111.33	111.33	111.33	
DENTAL					89.94
Kaiser					
Employer	89.94	89.94	89.94	89.94	89.94
Employee	7.05	102.10	43.91	139.92	
	96.99	192.04	133.85	229.86	
Moda Preventive					
Employer	83.00	89.94	89.94	89.94	
Employee	-	78.06	30.06	113.06	
	83.00	168.00	120.00	203.00	
Moda Incentive					
Employer	88.00	89.94	89.94	89.94	
Employee	-	88.06	35.06	124.06	
	88.00	178.00	125.00	214.00	
Moda 50%					
Employer	92.34	130.34	107.34	143.34	
Cash Back	41.00	41.00	41.00	41.00	41.00
FICA/PERS	13.34	13.34	13.34	13.34	
	38.00	76.00	53.00	89.00	
Dental Opt Out					
Cash Back	41.50	41.50	41.50	41.50	41.50
FICA/PERS	13.50	13.50	13.50	13.50	
	55.00	55.00	55.00	55.00	
EAP					
Employer Paid	2.20	4.40	4.00	6.60	

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	EA	HA/EA	CCOM Dispatch	CCOM Non Dispatch	FOPPO
LIFE INSURANCE					
Face Value	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000
Employer Paid Premium	\$ 4.93	\$ 4.93	\$ 4.93	\$ 4.93	\$ 4.93
\$5000 Dependent - Employee Paid	\$ 2.39	\$ 2.39	\$ 2.39	\$ 2.39	\$ 2.39
AD&D - Employee - Employee Paid	\$0.040	\$0.040	\$0.040	\$0.040	\$0.040
AD&D - Family - Employee Paid	\$0.060	\$0.060	\$0.060	\$0.060	\$0.060
DISABILITY					
Short-Term Rate per \$100 Salary	\$ 0.19	\$ 0.19	\$ 0.19	\$ 0.19	\$ 0.19
Long-Term Rate per \$100 Salary	\$ 0.38	\$ 0.38	\$ 0.38	\$ 0.38	\$ 0.38
Maximum Covered Salary	\$ 3,333	\$ 3,333	\$ 3,333	\$ 3,333	\$ 3,333
Employee Paid Buy-Up Max Salary	\$ 8,333	\$ 8,333	\$ 8,333	\$ 8,333	\$ 8,333
PERS/OPSRP PENSION					
Employee Rate - County Paid	6.00%	6.00%	6.00%	6.00%	6.00%
Employer Rate - PERS Tier 1 & 2	18.89%	17.64%	18.89%	17.64%	18.89%
OPSRP General Service	12.23%	10.83%	12.23%	10.83%	12.23%
OPSRP Police & Fire	16.34%		0.00%	0.00%	0.00%
FICA					
Social Security	6.20%	6.20%	6.20%	6.20%	6.20%
Medicare	1.45%	1.45%	1.45%	1.45%	1.45%
BENEFITS ADMINISTRATION					
Charged to Departments	\$ 33.00	\$ 33.00	\$ 33.00	\$ 33.00	\$ 33.00

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	EA	HA/EA	CCOM Dispatch	CCOM Non Dispatch	FOPPO
LONGEVITY					
5 - 9 Years	1.0%	1.0%	1.0%	1.0%	1.0%
10-14 Years	1.5%	1.5%	1.5%	1.5%	1.5%
15-19 Years	2.0%	2.0%	2.0%	2.0%	2.0%
20-24 Years	2.5%	2.5%	2.5%	2.5%	2.5%
25-30 Years	3.5%	3.5%	3.0%	3.0%	3.0%
30+ Years	4.0%	4.0%	3.5%	3.5%	3.5%
VACATION ACCRUALS**					
< 5 Years	4.35	4.35	9.55	5.35	4.35
Annual Maximum Carryover	250	250	240	240	240
5 - 9 Years	5.35	5.35	10.55	6.35	5.35
Annual Maximum Carryover	250	250	240	240	240
10-14 Years	6.35	6.35	11.55	7.35	6.35
Annual Maximum Carryover	250	250	280	280	240
15-19 Years	7.35	7.35	12.20	8.00	7.35
Annual Maximum Carryover	250	250	280	280	240
20+ Years	8.35	8.35	12.55	8.35	8.35
Annual Maximum Carryover	250	250	280	280	250
VACATION SELLBACK**					
Accrual (regardless of years of service)	6	6			6
Annual Maximum Carryover	250	250			250
SICK LEAVE					
Monthly accrual	4	4	4	4	4
No Maximum Carryover					
HOLIDAYS (prorated at 50%)					
Regular	9	10	9	3	9
Personal (Floating Holiday)	1	0	1	0	1

Note: Elected Officials do not receive longevity pay, nor do they accrue vacation, sick leave or Personal Holidays.

**Employees hired prior to 01/01/01 have a choice between the regular Vacation plan and the Vacation Sell Back plan.

Employees hired on or after 01/01/01 are enrolled in the Vacation Sell Back plan (except CCOM).

Employees may sell one week of vacation each calendar year as long as they have taken at least one week of vacation during that year.

CCOM Dispatch employees earn additional vacation time in lieu of most holidays.