AFSCME-WES

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	218
5 - 9 Years	10.7	12.0	218
10-14 Years	12.7	12.0	258
15-19 Years	14.7	12.0	258
20+ Years	16.7	12.0	258
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
Personal Day	1
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%

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.