

BENEFITS INFORMATION SUMMARY
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
CENTRAL COMMUNICATIONS (911) FULL TIME EMPLOYEES (30 OR MORE HOURS PER WEEK)
Effective January 1, 2009

1. **HEALTH PLAN OPTIONS.** Eligible after two months of continuous employment. Choice of three different **Medical** plans for you and your eligible family members

Medical Provider:	Employee Only	Employee & Spouse/DP	Employee & Child(ren)	Employee & Family
Providence - Open Option	\$49.95	\$49.95	\$49.95	\$49.95
Providence - Personal Option	\$52.95	\$52.95	\$52.95	\$52.95
Kaiser	\$39.06	\$39.06	\$39.06	\$39.06
Opt Out Provision (Monthly Cash Back)	\$103.00	\$103.00	\$103.00	\$103.00

Choice of three different **Dental** plans for you and your eligible family members:

Dental Provider:	Employee Only	Employee & Spouse/DP	Employee & Child(ren)	Employee & Family
ODS - Incentive	\$0.00	\$0.00	\$0.00	\$0.00
Kaiser	\$0.00	\$0.00	\$0.00	\$0.00
ODS - 50% Plan (Monthly Cash Back)	\$55.00	\$55.00	\$55.00	\$55.00

Optional Health Care and Dependent Care **Flexible Spending Accounts** for you and your eligible family members.

2. **Life Insurance.** \$50,000 County paid coverage. Optional \$5,000 employee-paid Family Life insurance (\$3.33/month). Optional employee-paid Group Universal Life and Accidental Death & Dismemberment (AD&D) insurance. Eligible after two months of continuous employment.
3. **Disability Insurance.** Pays 60% of salary up to a maximum benefit of \$1,999.80 (maximum insured salary level of \$3,333 per month). Optional employee-paid buy-up. Eligible after two months of continuous employment.
4. **Employee Assistance Program.** Crisis intervention and short term counseling for you and your eligible family members.
5. **Vacation.** Eligible for paid vacation after six (6) full calendar months of employment. Hours prorated for less than 1.0 FTE

	Full Time Accrual Level		Maximum Accrual
	Non-Dispatch	Dispatch	
After 6 months	Credit of 64.2 hours	Credit of 114.6 hours	240 hours
7 months - 4 years	10.7 hours/month	19.1 hours/month	240 hours
5 - 9 years	12.7 hours/month	21.1 hours/month	240 hours
10 - 14 years	14.7 hours/month	23.1 hours/month	280 hours
15 - 19 years	16.0 hours/month	24.4 hours/month	280 hours
20 or more years	16.7 hours/month	25.1 hours/month	280 hours

6. **Holidays.** 9 paid holidays and 1 floating holiday for Non-Dispatch employees. 3 paid holidays for dispatchers. In lieu of other paid holidays, dispatchers earn an additional 8.4 hours of vacation time per month. Hours prorated for less than 1.0 FTE.
7. **Sick Leave.** One day per month with unlimited accrual. Hours prorated for less than 1.0 FTE.
8. **Bereavement Leave.** Three days upon death of immediate family member (as specified in contract).
9. **Longevity.** After five years of employment:

Years of Service	Percent Added to Base Pay
5 - 9 years	1.0%
10 - 14 years	1.5%
15 - 19 years	2.0%
20 - 24 years	2.5%
25 - 29 years	3.0%
30 or more years	3.5%

10. **Social Security.** County paid contributions of 7.65%.
11. **Public Employees Retirement System (PERS)/Oregon Public Service Retirement Plan (OPSRP).** After six (6) months of employment in a PERS or OPSRP covered position, the County will make contributions to the retirement fund and to the individual account program (6% Employer pickup) as allowed by law. PERS applies to employees hired before August 29, 2003.
12. **Worker's Compensation.** Fully paid supplement to statutory amount you receive for on-the-job injuries under Worker's Compensation to ensure 100% of monthly take-home pay.
13. **Deferred Compensation.** Optional employee-paid retirement savings program.
14. **Long Term Care Insurance.** Optional employee-paid coverage for nursing home and in-home care.

NOTE: This summary is general in nature. Specific terms of benefits are contained in insurance policies, the Personnel Ordinance, County Employment Policies and Practices and the AFSCME - C-COM collective bargaining agreement.