

CLACKAMAS COUNTY
Job Share - RFX - 2012
JOB SHARE

MEDICAL					
	Single	Married	Single w/ Child/ren	Family	
Providence Open Option					592.31
Employer	583.02	592.31	592.31	592.31	
Employee	-	573.81	457.11	1,156.76	
	<u>583.02</u>	<u>1,166.12</u>	<u>1,049.42</u>	<u>1,749.07</u>	
Providence Personal Option					
Employer	569.06	592.31	592.31	592.31	
Employee	-	545.89	431.99	1,114.88	
	<u>569.06</u>	<u>1,138.20</u>	<u>1,024.30</u>	<u>1,707.19</u>	
Kaiser					
Employer	543.55	592.31	592.31	592.31	
Employee	-	494.79	386.08	1,038.33	
	<u>543.55</u>	<u>1,087.10</u>	<u>978.39</u>	<u>1,630.64</u>	
Medical Opt Out					
Cash Back	65.00	65.00	65.00	65.00	65.00
FICA/PERS	18.90	18.90	18.90	18.90	
	<u>83.90</u>	<u>83.90</u>	<u>83.90</u>	<u>83.90</u>	
DENTAL					
Kaiser					
Employer	69.64	69.64	69.64	69.64	69.64
Employee	6.49	81.10	35.42	110.79	
	<u>76.13</u>	<u>150.74</u>	<u>105.06</u>	<u>180.43</u>	
ODS Preventive					
Employer	67.00	69.64	69.64	69.64	
Employee	-	64.36	26.36	93.36	
	<u>67.00</u>	<u>134.00</u>	<u>96.00</u>	<u>163.00</u>	
ODS Incentive					
Employer	69.64	69.64	69.64	69.64	
Employee	0.36	72.36	30.36	101.36	
	<u>70.00</u>	<u>142.00</u>	<u>100.00</u>	<u>171.00</u>	
ODS 50%					
Employer	33.00	66.00	46.00	69.64	
Employee	-	-	-	8.36	
	<u>33.00</u>	<u>66.00</u>	<u>46.00</u>	<u>78.00</u>	
EAP					

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Employer Paid | 2.20 | 4.40 | 4.00 | 6.60 |

	EA	HA/EA		
LIFE INSURANCE				
Face Value	\$ 25,000	\$ 25,000		
Employer Paid Premium	\$ 6.15	\$ 6.15		
\$5000 Dependent - Employee Paid	\$ 2.66	\$ 2.66		
\$2000 Dependent - Employer Paid				
AD&D - Employee - Employee Paid	\$0.050	\$0.050		
AD&D - Family - Employee Paid	\$0.075	\$0.075		
DISABILITY				
Short-Term Rate per \$100 Salary	\$ 0.16	\$ 0.16		
Long-Term Rate per \$100 Salary	\$ 0.38	\$ 0.38		
Maximum Covered Salary	\$ 3,333	\$ 3,333		
Employee Paid Buy-Up Max Salary	\$ 8,333	\$ 8,333		
PERS/OPSRP PENSION				
Employee Rate - County Paid	6.00%	6.00%		
Employer Rate - PERS Tier 1 & 2	15.42%	14.17%		
OPSRP General Service	11.99%	12.88%		
OPSRP Police & Fire	14.70%			
FICA				
Social Security	6.20%	6.20%		
Maximum Subject Salary	\$ 106,800	\$ 106,800		
Medicare	1.45%	1.45%		
BENEFITS ADMINISTRATION				
Charged to Departments	\$ 31.00	\$ 31.00		

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	EA	HA/EA		
LONGEVITY				
5 - 9 Years	1.0%	1.0%		
10-14 Years	1.5%	1.5%		
15-19 Years	2.0%	2.0%		
20-24 Years	2.5%	2.5%		
25-30 Years	3.5%	3.5%		
30+ Years	4.0%	4.0%		
VACATION ACCRUALS**				
Awarded at 6 months	52.2	52.2		
< 5 Years	8.7	8.7		
Annual Maximum Carryover	250	250		
5 - 9 Years	10.7	10.7		
Annual Maximum Carryover	250	250		
10-14 Years	12.7	12.7		
Annual Maximum Carryover	250	250		
15-19 Years	14.7	14.7		
Annual Maximum Carryover	250	250		
20+ Years	16.7	16.7		
Annual Maximum Carryover	250	250		
VACATION SELLBACK**				
Awarded at 6 months	96	96		
Accrual (regardless of years of service)	16	16		
Annual Maximum Carryover	280	280		
SICK LEAVE				
Monthly accrual	8	8		
No Maximum Carryover				
HOLIDAYS				
Regular	9	9		
Personal (Floating Holiday)	1	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 & POA).

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.