

**BENEFITS INFORMATION SUMMARY
ELECTED OFFICIALS
Effective January 1, 2012**

1. **HEALTH PLAN OPTIONS.** Eligible after two months of continuous employment.

Choice of three different **Medical** plans for you and your eligible dependents:

Medical Provider:	Employee Only	Employee & Spouse/DP	Employee & Child(ren)	Employee & Family
Providence - Open Option	\$28.45	\$56.91	\$51.21	\$85.36
Providence - Personal Option	\$29.15	\$58.31	\$52.47	\$87.45
Kaiser	\$27.18	\$54.35	\$48.92	\$81.53
Opt Out Provision (Monthly Cash Back)	\$58.00	\$117.00	\$105.00	\$175.00

Choice of four 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
ODS – Preventive	\$0.00	\$0.00	\$0.00	\$0.00
Kaiser	\$0.00	\$0.00	\$0.00	\$0.00
ODS - 50% Plan (Monthly Cash Back)	\$34.00	\$66.00	\$47.00	\$80.00

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

2. **Life Insurance.** \$150,000 County paid coverage or \$50,000 coverage with \$20.00 monthly cash back. Optional \$5,000 employee-paid Family Life insurance (\$2.66/month). Optional employee-paid Group Universal and Accidental Death & Dismemberment (AD&D) insurance. Eligible after two months of continuous employment.
3. **Disability Insurance.** Pays 60% of salary with a maximum monthly 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 dependents.
5. **Social Security.** County paid contributions of 7.65%.
6. **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.
7. **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, plus health insurance.
8. **Deferred Compensation.** County-paid contribution of 6.27% of base salary. You may defer additional income in the optional employee-paid retirement savings program.
9. **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 and County Employment Policies and Practices.