

BENEFITS INFORMATION SUMMARY
FEDERATION OF PAROLE AND PROBATION OFFICERS (FOPPO) - JOB SHARE EMPLOYEES
(WORKING AT LEAST 20+ HOURS PER WEEK)
Effective January 1, 2012

1. **HEALTH PLAN OPTIONS.** Eligible after two months of continuous employment. Job-Share employees are entitled to share the benefit dollars for health insurance equivalent to 1/2 of that paid for one full-time position.

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

Medical Provider:	Employee Only	Employee & Spouse	Employee & Child(ren)	Employee & Family
Providence - Open Option	\$0.00	\$573.81	\$457.11	\$1,156.76
Providence - Personal Option	\$0.00	\$545.89	\$431.99	\$1,114.88
Kaiser	\$0.00	\$494.79	\$386.08	\$1,038.33
Opt Out Provision (Monthly Cash Back)	\$65.00	\$65.00	\$65.00	\$65.00

Choice of four different **Dental** plans for you and your eligible dependents:

Dental Provider:	Employee Only	Employee & Spouse	Employee & Child(ren)	Employee & Family
ODS Incentive	\$0.36	\$72.36	\$30.36	\$101.36
ODS Preventive	\$0.00	\$64.36	\$26.36	\$93.36
Kaiser	\$6.49	\$81.10	\$35.42	\$110.79
ODS 50%	\$0.00	\$0.00	\$0.00	\$8.36

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

2. **Life Insurance.** \$25,000 County paid coverage. Optional \$5,000 employee-paid Family Life insurance (\$2.66/month). Optional employee-paid Group Universal Life and Accidental Death & Dismemberment (AD&D) insurance programs. 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. **Vacation.** Eligible for paid vacation after six (6) full calendar months of employment. Accrued hours prorated based on your FTE percent. The chart below shows accrual levels for full time employees. To determine your accrual level, multiply your FTE percent by the full time accrual level. Standard Plan only available to employees hired before 12/31/00. Employees in the Sell-Back Plan may sell one week of vacation each calendar year as long as they have taken at least one week of vacation during that year.

	Full Time Accrual Level		
	STANDARD PLAN	SELL-BACK PLAN	MAXIMUM ACCRUAL
After 6 full months	Credit of 52.2 hours	Credit of 72.0 hours	250 hours
7 months - 4 years	8.7 hours/month	12.0 hours/month	250 hours
5 - 9 years	10.7 hours/month	12.0 hours/month	250 hours
10 - 14 years	12.7 hours/month	12.0 hours/month	250 hours
15 - 19 years	14.7 hours/month	12.0 hours/month	250 hours
20 or more years	16.7 hours/month	12.0 hours/month	250 hours

6. **Holidays.** 9 paid holidays and 1 floating holiday (hours paid based on your prorated FTE percent).
7. **Sick Leave.** One day per month with unlimited accrual (hours accrued based on your prorated FTE percent).
8. **Bereavement Leave.** Three days upon death of immediate family member (hours paid at your prorated FTE percent).
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.** County paid contribution of 1% of base salary. You may defer additional income in the 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 Federation of Oregon Parole and Probation Officers collective bargaining agreement.