

CLACKAMAS COUNTY - 2012

	NONREPRESENTED				REPRESENTED				PEACE OFFICERS			
	Single	Married	Single w/ Child/ren	Family	Single	Married	Single w/ Child/ren	Family	Single	Married	Single w/ Child/ren	Family
MEDICAL												
Providence Personal Option												
Employer	540.61	1,081.29	973.09	1,621.83	506.71	1,075.85	961.95	1,644.84	533.02	1,142.00	1,020.13	1,750.84
Employee	28.45	56.91	51.21	85.36	62.35	62.35	62.35	62.35	75.89	75.89	75.89	75.89
	569.06	1,138.20	1,024.30	1,707.19	569.06	1,138.20	1,024.30	1,707.19	608.91	1,217.89	1,096.02	1,826.73
Composite Equivalent				1,246.97				1,246.97				1,517.82
Providence Open Option												
Employer	553.87	1,107.81	996.95	1,661.62	520.63	1,103.73	987.03	1,686.68	531.41	1,134.36	1,013.70	1,737.18
Employee	29.15	58.31	52.47	87.45	62.39	62.39	62.39	62.39	71.48	71.48	71.48	71.48
	583.02	1,166.12	1,049.42	1,749.07	583.02	1,166.12	1,049.42	1,749.07	602.89	1,205.84	1,085.18	1,808.66
Composite Equivalent				1,247.72				1,247.72				1,429.54
Kaiser												
Employer	516.37	1,032.75	929.47	1,549.11	488.17	1,031.72	923.01	1,575.26	541.51	1,083.03	974.72	1,624.54
Employee	27.18	54.35	48.92	81.53	55.38	55.38	55.38	55.38	-	-	-	-
	543.55	1,087.10	978.39	1,630.64	543.55	1,087.10	978.39	1,630.64	541.51	1,083.03	974.72	1,624.54
Composite Equivalent				1,107.57				1,107.57				1,235.63
Medical Opt Out												
Cash Back	58.00	117.00	105.00	175.00	130.00	130.00	130.00	130.00				
DENTAL												
Kaiser - Employer	76.13	150.74	105.06	180.43	76.13	150.74	105.06	180.43	76.13	150.74	105.06	180.43
ODS Preventive - Employer	67.00	134.00	96.00	163.00	67.00	134.00	96.00	163.00				
ODS Incentive - Employer	70.00	142.00	100.00	171.00	70.00	142.00	100.00	171.00	70.00	142.00	100.00	171.00
ODS 50%												
Employer	76.88	151.19	106.66	181.26	107.86	140.86	120.86	152.86				
Employee Cash Back	(34.00)	(66.00)	(47.00)	(80.00)	(58.00)	(58.00)	(58.00)	(58.00)				
FICA/PERS	(9.88)	(19.19)	(13.66)	(23.26)	(16.86)	(16.86)	(16.86)	(16.86)				
	33.00	66.00	46.00	78.00	33.00	66.00	46.00	78.00				
EAP												
Employer Paid	2.20	4.40	4.00	6.60	2.20	4.40	4.00	6.60	2.20	4.40	4.00	6.60

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	Elected/ Nonrep	Nonrep Housing Authority	EA	HA/EA	DTD	WES	FOPPO	C-COM (Non- Dispatch)	C-COM (Dispatch)	POA
LONGEVITY										
5 - 9 Years	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	\$ 49.17
10-14 Years	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	\$ 98.34
15-19 Years	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	\$ 147.51
20-24 Years	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	\$ 196.68
25-30 Years	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.0%	3.0%	3.0%	\$ 245.85
30+ Years	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	3.5%	3.5%	3.5%	\$ 295.02
VACATION ACCRUALS (MONTHLY)**										
< 5 Years	12.7	12.7	8.7	8.7	8.7	8.7	8.7	10.7	19.1	11.7
Annual Maximum Carryover	280	280	250	250	250	218	240	240	240	240
5 - 9 Years	14.0	14.0	10.7	10.7	10.7	10.7	10.7	12.7	21.1	13.7
Annual Maximum Carryover	280	280	250	250	250	218	240	240	240	240
10-14 Years	16.0	16.0	12.7	12.7	12.7	12.7	12.7	14.7	23.1	15.7
Annual Maximum Carryover	280	280	250	250	250	258	240	280	280	320
15-19 Years	18.0	18.0	14.7	14.7	14.7	14.7	14.7	16.0	24.4	17.0
Annual Maximum Carryover	280	280	250	250	250	258	240	280	280	320
20+ Years	19.3	19.3	16.7	16.7	16.7	16.7	16.7	16.7	25.1	17.7
Annual Maximum Carryover	280	280	250	250	250	258	250	280	280	360
VACATION SELLBACK ACCRUALS (MONTHLY)**										
Accrual (all years of service)	16	16	12	12	12	12	12			
Annual Maximum Carryover	280	280	250	250	250	250	250			
SICK LEAVE										
Monthly accrual	8	8	8	8	8	8	8	8	8	8
No Maximum Carryover										
HOLIDAYS										
Regular	9	9	9	10	9	9	9	9	3	9
Personal (Floating Holiday)	1	1	1	0	1	1	1	1	0	2

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.