

BENEFITS INFORMATION SUMMARY
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
CENTRAL COMMUNICATIONS (911) PART TIME EMPLOYEES
(20-29 HOURS PER WEEK)
Effective January 1, 2012

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

Medical Provider:	Employee Only	Employee & Spouse/DP	Employee & Child(ren)	Employee & Family
Providence - Open Option	\$62.35	\$62.35	\$62.35	\$62.35
Providence - Personal Option	\$62.39	\$62.39	\$62.39	\$62.39
Kaiser	\$55.38	\$55.38	\$55.38	\$55.38
Opt Out Provision (Monthly Cash Back)	\$130.00	\$130.00	\$130.00	\$130.00

2. **Dental Insurance.** You may purchase dental insurance for yourself and your eligible family members. Eligible after two months of continuous employment. Choice of four different dental plans:

Dental Provider:	Employee Only	Employee & Spouse/DP	Employee & Child(ren)	Employee & Family
ODS – Incentive	\$70.00	\$142.00	\$100.00	\$171.00
ODS – Preventive	\$67.00	\$134.00	\$96.00	\$163.00
Kaiser	\$76.13	\$150.74	\$105.06	\$180.43
ODS - 50% Plan	\$33.00	\$66.00	\$46.00	\$78.00

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

3. **Employee Assistance Program.** Crisis intervention and short term counseling for you and your eligible family members.
4. **Vacation.** 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.

	Full Time Accrual Level		Maximum Accrual
	Non-Dispatch	Dispatch	
After 6 full 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

5. **Holidays.** 9 paid holidays and 1 floating holiday for non-dispatch employees, 3 holidays for dispatchers. In lieu of other paid holidays, dispatchers earn an additional 8.4 hours of vacation time each month. Hours paid are prorated at your FTE percent.
6. **Sick Leave.** One day per month with unlimited accrual (hours paid prorated at your FTE percent).
7. **Bereavement Leave.** Three days upon death of immediate family member (hours paid prorated at your FTE percent).
8. **Longevity.** After five years of employment:

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

9. **Social Security.** County paid contributions of 7.65%.
10. **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.
11. **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.
12. **Deferred Compensation.** Optional employee-paid retirement savings program.
13. **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.