

BENEFITS INFORMATION SUMMARY
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
DEPARTMENT OF TRANSPORTATION AND DEVELOPMENT
PART TIME (20-29 HOURS PER WEEK) - REGULAR STATUS
OR WHO WORK AT LEAST 20 HOURS PER WEEK - JOB SHARE STATUS
(Represented by AFSCME Local 350)
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.** 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

5. **Holidays.** 9 paid holidays and 1 floating holiday (hours paid prorated at your FTE percent).
6. **Sick Leave.** One day per month with unlimited accrual (hours accrued prorated at your FTE percent).
7. **Bereavement Leave.** Three days upon death of immediate family member (hours paid prorated at your FTE percent).
8. **Survivor's Benefits.** Health benefits continued for eligible enrolled dependents for up to six months following death of employee.
9. **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	3.5%
30 or more years	4.0%

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 base pay.
13. **Deferred Compensation.** 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 AFSCME DTD collective bargaining agreement.