

**BENEFITS INFORMATION SUMMARY
EMPLOYEES' ASSOCIATION - FULL TIME
(30 OR MORE HOURS PER WEEK)
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 family members:

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

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)	\$58.00	\$58.00	\$58.00	\$58.00

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

2. **Life Insurance.** \$50,000 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. 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 & short term counseling for you and your eligible family members.
5. **Vacation.** Eligible for paid vacation after six (6) full calendar months of employment. Standard Plan only applies 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. Hours prorated for less than 1.0 FTE.

	Full Time Accrual Level		
	STANDARD PLAN	SELL-BACK PLAN	MAXIMUM ACCRUAL
After 6 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 prorated for less than 1.0 FTE.
7. **Sick Leave.** One day per month with unlimited accrual. Hours prorated for less than 1.0 FTE.
8. **Bereavement Leave.** Three days upon death of immediate family member.
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	3.5%
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 take-home 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 and County Employment Policies and Practices, and the Employees Association collective bargaining agreement.