

**JOSEPHINE COUNTY
BENEFIT OVERVIEW – Sheriff’s Association EMPLOYEES**

Insurance

Available to Full-Time employees only

Oregon Educator’s Benefit Board

Medical – Regence	SmartChoice Module 1: Deductible \$750/\$2,250, Max Out of Pocket \$2,500/\$5,000 SmartChoice Module 2: Deductible \$1,000/\$3,000 Max Out of Pocket \$3,500/\$7,000
Dental – Pacific Source	Plan 1: Deductible \$50/\$150, Benefit Max \$1,000
Vision – VSP	Co-pay varies (\$10-\$160)
Life/AD&D	Sheriff’s Association (except Deputy): Employee Life: \$20,000, Dependent Life: \$2,000, AD&D: \$30,000 Sheriff’s Deputy: Employee Life: \$30,000, Dependent Life: \$2,000, AD&D: \$30,000
Long Term Disability	66 2/3 % of lost wages after 90-day waiting period

Retirement

PERS	Employee Contribution 6% upon eligibility
------	---

Leave Benefits

Pro-rated for less than Full-Time

Vacation/Personal Leave	After having served in the County service for six (6) consecutive full calendar months, full-time employees shall be credited with forty-eight (48) hours of vacation/personal leave, and thereafter leave shall be credited according to the following schedule: <table border="0"> <thead> <tr> <th align="left"><u>Full Years Of Continuous Service</u></th> <th align="right"><u>Leave Per Year</u></th> </tr> </thead> <tbody> <tr> <td>7 months through 12 months (1/2 to 1 year)</td> <td align="right">6 workdays (48 hours)</td> </tr> <tr> <td>From 13 through 24 months (1 to 2 years)</td> <td align="right">96 hours/year</td> </tr> <tr> <td>From 25 through 60 months (2 to 5 years)</td> <td align="right">120 hours/year</td> </tr> <tr> <td>From 61 through 120 months (5 to 10 years)</td> <td align="right">144 hours/year</td> </tr> <tr> <td>From 121 through 180 months (10 to 15 years)</td> <td align="right">168 hours/year</td> </tr> <tr> <td>From 181 months (15 years +)</td> <td align="right">192 hours/year</td> </tr> </tbody> </table>	<u>Full Years Of Continuous Service</u>	<u>Leave Per Year</u>	7 months through 12 months (1/2 to 1 year)	6 workdays (48 hours)	From 13 through 24 months (1 to 2 years)	96 hours/year	From 25 through 60 months (2 to 5 years)	120 hours/year	From 61 through 120 months (5 to 10 years)	144 hours/year	From 121 through 180 months (10 to 15 years)	168 hours/year	From 181 months (15 years +)	192 hours/year
<u>Full Years Of Continuous Service</u>	<u>Leave Per Year</u>														
7 months through 12 months (1/2 to 1 year)	6 workdays (48 hours)														
From 13 through 24 months (1 to 2 years)	96 hours/year														
From 25 through 60 months (2 to 5 years)	120 hours/year														
From 61 through 120 months (5 to 10 years)	144 hours/year														
From 121 through 180 months (10 to 15 years)	168 hours/year														
From 181 months (15 years +)	192 hours/year														
Sick Leave	Eight (8) hours for each month worked														
Holidays	Each January 1, each full-time employee shall receive a block of twelve (12) unassigned holidays (96) hours per calendar year. The accrual rate will be one (1) holiday (eight (8) hours) per month.														

Other Benefits

Available upon eligibility

Employee Assistance Program (EAP)	Access to highly qualified, licensed, and experienced EAP clinicians with expertise in marriage and family counseling, substance abuse and crisis support
Deferred Comp	IRC Section 457 Plan – Voya or VALIC
Flexible Spending Account FSA	IRC Section 125 - Pre-tax contributions for unreimbursed medical or dependent care expenses. Available through American Fidelity
Supplemental Insurance	May be purchased through American Fidelity; options include Life, Accident, Short Term Disability, Cancer, etc.
Voluntary Insurance	Additional Life Insurance may be purchased for employee, spouse, children Additional AD&D Insurance may be purchase for employee, spouse, children