

**JOSEPHINE COUNTY
BENEFIT OVERVIEW – FOPPO EMPLOYEES**

Insurance

Available to Full-Time employees only

Oregon Educator’s Benefit Board

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| Medical – Moda Health* | Plan Birch: Deductible \$800/\$2400, OOP Max \$4,000/\$12,000 Plan Cedar: Deductible \$1200/\$3600, OOP Max \$5,000/\$13,700 Plan Dogwood: Deductible \$1,600/\$4800, OOP Max \$6,850/\$13,700 Plan Evergreen (HSA qualified): Deductible \$1,600/\$3,200, OOP Max \$6,500/\$13,100 |
| Dental – Moda Health/ODS* | Plan 1: Deductible \$50, Benefit Max \$2,200 Plan 2: Deductible \$50, Benefit Max \$1,500 Plan 3: Deductible \$50, Benefit Max \$1,500 Plan 4: Deductible \$50, Benefit Max \$1,500 Plan 6: Deductible \$50, Benefit Max \$1,200 |
| Dental – Willamette* | Plan 8: \$20 co-pay |
| Vision – Moda Health* | Plan Opal: Benefit Max \$600 Plan Pearl: Benefit Max \$400 Plan Quartz: Benefit Max \$250 |

**County Contribution and Employee premiums vary based on enrollment.*

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| Life/AD&D | Employee Life: \$25,000, Dependent Life: \$2,000, AD&D: \$30,000 |
| Long Term Disability | 66 2/3% of lost wages after 90-day waiting period |

Retirement

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| PERS | Employee Contribution 6% upon eligibility |
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Leave Benefits

Pro-rated for less than Full-Time

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| PTO | 1 - 24 months | 16 hours | 192 hours/year |
| | 25 - 60 months | 18 hours | 216 hours/year |
| | 61 - 120 months | 20 hours | 240 hours/year |
| | 121 - 180 months | 22 hours | 264 hours/year |
| | > 180 months | 24 hours | 288 hours/year |
| Holidays | New Year's Day, Martin Luther King BD. Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day and one floating holiday | | |

Other Benefits

Available upon eligibility

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| 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 |
| Health Savings Acct (HSA) | With qualifying Medical Plan selection; pre-tax contribution (up to \$3,300/\$6,550 annually) |
| Flexible Spending Acct (FSA) | IRC Section 125 - Pre-tax contributions for unreimbursed medical or dependent care expenses. |
| Deferred Comp | IRC Section 457 Plan – VOYA or VALIC |
| Voluntary Insurance | Additional Life Insurance may be purchased for employee, spouse, children Additional AD&D Insurance may be purchase for employee, spouse, children |
| Supplemental Insurance | May be purchased through American Fidelity Assurance |