



**Washtenaw County  
Summary of Benefits – 2009**

BENEFIT	PAID BY	ELIGIBILITY	DESCRIPTION
<b>Healthcare</b> (Blue Cross / Blue Shield Community Blue – PPO1)	County  Regular part-time employees (50% - 79% employed) pay one-half of the premium cost	1 <sup>st</sup> day of the month following your start date.	<ul style="list-style-type: none"> <li>- Single In-Network Deductible - \$0</li> <li>- Family In-Network Deductible - \$0</li> <li>- 100% preventative maintenance paid by employer</li> <li>- copayment –0% for general services and 20% for mental health care, substance abuse and private duty nursing</li> <li>- \$30 brand/\$0 generic rx copay retail; 30-day supply</li> <li>- \$30 brand/\$0 generic rx copay mail order; 90-day supply</li> <li>- Traditional Blue Cross / Blue Shield (MM50) medical plan option is available at parcel payment by the employee.</li> </ul>
<b>Dental</b> (Blue Cross / Blue Shield Dental)	County and Employee  Regular part-time employees (50% - 79% employed) pay one-half of the premium cost	1 <sup>st</sup> day of the month following your start date.	Regular Full-time employee, the County pays the full premium for the core dental insurance plan, up to \$750 maximum per year.
<b>Vision Plan</b> <b>Vision Service Plan</b> (VSP)	Employee	1 <sup>st</sup> day of the month following your start date.	Employee will pay 100% of the cost of the vision plan.
<b>Waiver Program</b>	County	1 <sup>st</sup> day of the month following your start date.	An employee who has other medical coverage through another source may elect to waive medical coverage, by submitting proof of coverage. Employee is paid \$1575 in lieu of participation in medical plan. Payments are made by-weekly in their regular pay check.
<b>Flexible Spending Account</b> (Medical & Dependent Care)	Employee	1 <sup>st</sup> day of the month following your start date.	Employees can contribute up to \$3000 during the plan year to cover Health Care expenses and co-payments not covered by their health plan. Up to \$5000 may be deducted for dependent care expenses. Both are pre-tax deductions.



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<b>Bereavement Leave</b>	County	Full and part-time regular employees	Full-time and Part-time employees are entitled to take bereavement leave with pay if work is missed from their regular work schedule in the event of the death of a spouse, child, parent or immediate family member.
<b>Vacation Time</b>	County Part-time employees receive a pro-rated amount	Full and part-time regular employees	<p style="text-align: center;">1 year - 12 days 2- 5 years - 15 days 6-10 years - 18 days 11-15 years - 20 days 16-21 years - 22 days 22 + years - 25 days</p> <p>If the amount of accrued vacation exceeds twice the amount of the annual vacation to which the person is entitled as of 12/31, any accrued days beyond twice the annual amount shall be paid out at 50% of their value on an annual basis.</p>
<b>Sick Time</b>	County Part-time employees receive a pro-rated amount	Full and part-time employees	<p>Regular full-time employees earn one sick day per month Regular part-time employees accrues are on a prorated basis according to actual time worked.</p> <p>On an annual basis employees may elect to convert accumulated sick days in excess of 120 days to vacation days at the rate of 2 sick days to 1 vacation days for use.</p>
<b>Personal Days</b>	County	Full-time regular employees	Regular Full-Time may take up to 5 personal days per year. Leave days are charged against your vacation time with an employee option to charge up to two days against accrued sick time.
<b>Life Insurance and AD &amp; D</b> (UnumProvident)	County	Regular Full-time employees who work 30 hours or more per week	Washtenaw County's core plan is equal to an employee annual salary in Life Insurance/AD&D benefits to a maximum of \$50,000. In addition to the basic coverage, five (5) supplemental options are available.



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<b>Additional Life Insurance</b> (AFLAC – Optional)	Employee pay's 100%	Regular Full-time employees	Employee must contact an AFLAC representative
<b>Short Term Disability</b> (AFLAC – Optional)	Employee pays 100%	Full-time regular employees	Employee must contact an AFLAC representative
<b>Long-Term Disability</b> (Unum Provident)	County and Employee	Full-time regular employees	Employee is covered up to 50% of your salary to a maximum of \$2500 per month after 180 days of disability. All eligible employees are automatically enrolled in basic coverage.  Supplemental coverage may be added on an incremental basis.
<b>Washtenaw County Employees Retirement System (WCERS)</b>	Employee and County	Regular Full-time employees	Employees contribute 7.5% of pay on a pre tax basis through payroll deductions. The employer's contribution is determined annually on an actuarial basis, up to a cap of 10%. Once the employer reaches the cap of 10%, the employee's contribution increases to a cap of 10%. The 2009 employer contribution is 8.57%.  Members vest after 8 years of full-time credited service with the employer.  FAC3 with a 2.0% multiplier.  Eligibility for Retirement = Rule of 75 (minimum age 50); 60/8 or position elimination alternative (Rule of 45).
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<b>457 Deferred Compensation Program</b> (Optional)	Employee pays 100% by payroll deduction	Regular Full-time employees	You may elect to save in the Plan up to the annual IRS maximums on a pre-tax basis.
<b>Tuition Reimbursement Program</b>	County	Regular Full-time employees	A regular Full-time employee with 12 consecutive months of employment on the date of starting and approved course Tuition reimbursement is available for 50% of tuition cost only (reduced to 25% for 9/1/08 – 8/31/09).  Employees must continue employment with Washtenaw County for 12-months following completion of the class or they will be responsible to reimburse the County any tuition funds received.
<b>Transportation/Parking Subsidy</b>	County and Employee	Full and part-time regular employees	Downtown Ann Arbor employees pay a monthly parking subsidy of \$20.00 per month to park in County designated lots.
<b>Go Pass</b>	County	Downtown Employees	Employees who work downtown receive a GoPass for their use.