

Tillamook County Non-Represented Benefits Summary

Tillamook County provides medical, prescription, dental, and vision insurance for employees and their dependents. Employees must work 20 hours or more per week and are eligible the first of the month following 30 days of employment.

Health Insurance

Regence Blue Cross/Blue Shield is the medical and prescription carrier that covers approximately 80% of each service rendered. Our plan also has robust alternative care rider benefits, such as acupuncture/chiropractic care and a hearing aid benefit!

REGENCE MEDICAL	
Calendar Year Deductible	\$1,000 Single \$3,000 Family
Out-of-Pocket Max	\$3,000 Single \$7,000 Family

REGENCE PRESCRIPTION	
Calendar Year Deductible	\$0
Out-of-Pocket Max	\$2,500 Single \$7,500 Family

Dental Insurance employees are offered two dental plans to choose from, Delta Dental or Willamette Dental.

DELTA DENTAL	
Calendar Year Max (per member)	\$1,500
Calendar Year Deductible	\$0
Service	Benefit Amount
Class 1 - Preventative: Exams, x-rays, and sealants.	70% - 1st Year 80% - 2nd Year 90% - 3rd Year 100% - 4th Year
Class 2 - Basic: Fillings, extractions, root canals, etc.	
Class 3 - Major: Crowns, implants, and dentures.	

WILLAMETTE DENTAL	
Calendar Year Max (per member)	\$0
Calendar Year Deductible	\$0
General or Orthodontic Office Visit	\$20 copay
Service	Benefit
Diagnostic & Preventative Services: Exams, x-rays, cleanings, etc.	Covered with the Office Visit copay
Prosthodontics/Endodontics/Oral Surgery: complete dentures, root planing, & routine extractions.	
Restorative Services: Fillings	\$15 copay

Employee Premiums will depend on which dental provider you choose.

Regence/Vision/Delta Dental	
Tier	Employee Cost
Employee	\$100.26
Employee + Child	\$184.30
Employee + Children	\$249.52
Employee + Spouse	\$210.58
Employee + Family	\$287.72

Regence/Vision/Willamette Dental	
Tier	Employee Cost
Employee	\$100.62
Employee + Child	\$184.88
Employee + Children	\$250.52
Employee + Spouse	\$211.22
Employee + Family	\$288.90

HRA VEBA is a health reimbursement arrangement that you can use for unreimbursed medical expenses for you and your covered dependents. Expenses such as copays, prescriptions, eyeglasses, etc. Eligible employees receive \$165 a month tax free into their account.

[VSP Vision](#) provides you with an affordable vision plan. For just a \$10 copay you can get your annual eye exam where VSP is accepted including Walmart and Costco. Complete with up to a \$170 frame allowance every other calendar year and an additional 20% savings on other frames.

[Life Insurance](#)

The [Hartford Life and AD&D Insurance](#) provides all eligible employees with **\$50,000** basic term life insurance and **\$50,000** Accidental Death and Dismemberment (AD&D) insurance coverage at no cost to employees.

The [Hartford Long Term Disability Insurance \(LTD\)](#) is also provided at no cost to employees. The coverage amount is 60% of eligible wages.

The [Hartford Supplemental Life Insurance](#) is available for employees who wish to purchase additional coverage for themselves and their dependents.

[Paid Time-Off](#)

[Holidays](#) Employees receive **12** paid holidays and **3** floating holidays, beginning on the first day of employment.

[Sick Leave](#) Employees accrue **8** hours a month upon hire and are eligible to use leave on the 91st day of employment.

[Vacation](#) Employees accrue **8.667** hours a month (13 days per year) upon hire and are eligible to use vacation on the 91st day of employment. Vacation accruals increase in the 5th year of employment.

[Retirement](#)

Employees hired on or after January 1, 2025, will be eligible for the PERS plan. Eligible employees contribute 6% of their pre-tax salary per pay period, and the County makes an employer contribution established by PERS regulations.

[Additional Services](#)

Enjoy an array of other services provided by Tillamook County with no additional employee cost! BeyondWell, MDLive, Hinge Health, Express Scripts, Lantern and an extensive Employee Assistance Program (EAP) with many additional benefits of its own!

[Voluntary Coverages](#)

Tillamook County also offers various voluntary employee paid benefits for you to take advantage of: ASI Flexible Spending Account, Critical Illness Insurance, Accident Insurance, Hospital Indemnity Insurance, Trauma Insurance, and Identity Protection.