

JANUS BENEFITS AT A GLANCE

Effective: July 1st, 2019

Benefit and Provider	Insurance Info (website, phone)	Who is eligible	Cost to Employee	Eligibility	MISC Details
Medical - Kaiser HMO	www.kp.org 800-813-2000	Full time employees (30 + hours) and employees covered under the Affordable Care Act (ACA) and Part time employees (20 to 30 hours)	\$30 per month (\$15 per paycheck) 50% of full cost for part time ees	1 st of the month following or contingent with 60 days of employment in the benefited position.	Free Nurse Advice Line 800-813-2000 For employees, transferring from part to full time, wait time and eligibility varies, check with HR.
Medical – Kaiser HDHP with HSA	www.kp.org 800-813-2000	Full time employees Only (30+ hours)	\$10 per month (\$5 per paycheck)	1 st of the month following or contingent with 60 days of employment in the benefited position.	Janus contributes \$100 per month into employee’s Health Savings Account (HSA).
Medical – Kaiser Added Choice	www.kp.org/addedchoice	(No New Enrollment for 2019 Plan Year)	\$188.02 per month (\$94.01 per paycheck)	Limited to current participants in the 2017-18 Added Choice Plan.	
Dental – Willamette	www.willamettedental.com 503-952-2000	Full time employees (30 + hours) and Part time employees (20 to 30 hours)	\$0 (paid by Janus) 50% of full premium for part-time ees	1 st of the month following or contingent with 60 days of employment in the benefited position.	For employees, transferring from part to full time, For employees, transferring from part to full time, wait time varies, check with HR.
Dental – MODA (Delta Dental)	www.modahealth.com 800-452-1058	Full time employees (30 + hours) and Part time employees (20 to 30 hours)	\$13.50 per month (\$6.75 per paycheck) 50% of full premium for part-time ees	1 st of the month following or contingent with 60 days of employment in the benefited position.	For employees, transferring from part to full time, For employees, transferring from part to full time, wait time varies, check with HR.
Life – Basic coverage and AD&D – UNUM	www.unum.com	Employees working 20+ hours a week (subs excluded)	\$0 (paid by Janus)	1 st of the month following 6 months of employment.	\$10,000 paid by employer for benefited category. Additional benefit might be available in cases of dismemberment under AD/D
Flex Plan – Pacific Source – Section 125	www.pacificsource.com/psa 541-485-7488	Employees working 20+ hours a week (subs excluded)	Depending on employee’s choice	1 st of the month following 60 days of employment in the benefited position. Pre-tax benefit (med and dependent care expenses)	Annual Max \$2,700 for medical, and \$5,000 for dependent care. Carryover of \$500 can be applied to medical only, and only if enrolled in again in 2020 plan year.
401K Pension Plan – Standard Insurance	www.standard.com/retirement 800-858-5420	All Employees	Depending on employee’s choice	Employee contributions -1 st day of the month following employment. Employer contributions – in one year (and 1000 hours)	Employer contributions start in 1 year and 1,000 hours within that year. Employer contributes up to 2%.
Supplemental Life - UNUM	www.unum.com	Employees working 20+ hours a week (subs excluded)	Depending on employee’s choice of coverage	1 st of the month following/ contingent with 6 months of employment in a benefit eligible position.	Eligible employees can purchase additional life insurance up to \$150,000 or 5 times their annual salary, whichever is less.
Long Term Disability -UNUM	www.unum.com	20+ hours a week employees (subs excluded)	Paid by Janus Youth	1 st of the month following/ contingent with 6 months of employment in a benefited position.	60% of monthly wages (up to \$5,000) following 90 day elimination period*
Transportation Reimbursement Section 132	www.pacificsource.com/psa 541-485-7488	20+ hours a week employees (subs excluded)	Depending on employee’s choice	Pre-tax benefit. 1 st of the month following/ contingent with 6 months of employment.	Annual Max \$3,180

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EAP Employee Assistance Program - UNUM	800-854-1446 877-858-2147 (Spanish) www.lifebalance.net	All employees and immediate family members, and volunteers working with youth	\$0	Upon hire. Unlimited phone life counseling, see plan for covered services. Anonymous program.	Up to 3 live counseling sessions per issue, in person or video counseling; limited legal and emergency travel assistance	
CHANGES IN COVERAGE:	Medical, dental, Flex plan can only be changed with qualified event as per IRS as these are pre-tax benefits. Supplemental Life Insurance plan can be changed at any time subject to underwriting criteria. 401K can be changed any time contingent with the start of the pay period.			Domestic Partners are Covered by Janus Youth, subject to passing Domestic Partner Affidavit verification		
TIME OFF PLANS	See your individual job offer for your time off plan. PTO – benefit eligible employees accrue PTO at a rate based on length of service. See Employee Guidebook for rate of accruals and maximum carry over limits. Sick Time – all employees are front loaded 52 hours into a Sick Bank in July (prorated for New Hires throughout the year based on date of hire). Benefit eligible employees may carry over unused Sick Time to a maximum accrual of 720 hours.			Holiday pay depends on your position (see Employee Guide) Jury Duty – up to 5 days of pay per event Bereavement – up to 3 shifts of pay per event for benefit-eligible employees		
DEPENDANTS	Students – covered up to the age of 26 Out of Area students plan is limited – see the summary			Disabled dependents – no age limit, as long as a disability was established by age of 26. Subject to provider approval.		
TIME OFF PLANS:	Cash-Out PTO: must have min of 80 hours in the bank (see your latest paycheck for your balance), other rules apply	Holidays recognized by Janus Youth: <ul style="list-style-type: none"> • New Year’s Day • Labor Day • Martin Luther King Day 	<ul style="list-style-type: none"> • Thanksgiving Day • Memorial Day • Christmas Day • Independence Day 	Emergency PTO Buy-Back Program; PTO donation program		
ELIGIBILITY FOR BENEFITS AND PAID TIME OFF FOR SUBS, REHIRS AND TRANSFERS						
<ol style="list-style-type: none"> 1. Substitute employees or employees working less than 20 hours a week in scheduled positions may earn eligibility for medical under the Affordable Care Act (ACA) if they routinely work an average of 30 hours per week over a measurement period; see HR for details. 2. Transferring from non-benefited to benefited, wait time is the same as for new hires, unless ACA measurement period applies. 3. Transferring from part time benefited to full time, the employee contribution will decrease. 4. Transferring from full time to non-benefited category, continuing eligibility for medical and dental depends on hours worked during relevant measurement period under ACA, check with HR. If it is determined that employee is not eligible, COBRA coverage will be offered. 5. Employees in PTO eligible position (more than 20 hours a week), transferring into a Sub Worker Sick Time eligible position, will receive a PTO payout. 6. Employees who leave employment and are rehired within 180 days, will have their Sick Time balance restored. 7. If PTO eligible employee is rehired within 1 year into a PTO eligible position, the new accrual will be based on the former date of eligibility. 						
WHAT TO EXPECT WHEN EMPLOYMENT ENDS: Basic Life and EAP benefits end on last day of employment.	Medical and dental , if enrolled, continue through the end of month, unless continued coverage under ACA applies. If ACA does not apply, COBRA is offered. COBRA allows you to continue med and dental at a full cost, plus a 2% administrative fee.	Long Term Disability stops on the last day of employment, however if you become disabled prior to leaving, you may be eligible to receive an LTD benefit.	FLEX PLAN – ends on day of termination or the last day of pay period employee contributed, you have up to 90 days to submit claims. If you elect to continue through plan year, contributions will be deducted from final check.	Voluntary (Supplemental) Life is portable with some limitations. You will receive paperwork via email or mail.	401(k) Former employee will receive distribution notices and instructions on how to distribute funds.	You will receive a final check in accordance with the state law. PTO is paid out up to a max of the annual entitlement.

* Health and welfare benefits are not vested and are subject to change. This benefits chart is to provide you with the illustrative purposes to help you make personal decisions. In cases of discrepancy between this chart and the actual plan documents, the actual plan documents will prevail.

Contact HR for assistance: 503.542-4609 HR confidential fax: 503.542.4623

Last Revised: June 2019