



ESTIMATED Total Compensation Statement: **Employee Name**

Annual Compensation

	Your Contribution	CIS Contribution
Salary		
Starting Pay (Grade H, Step 3)		\$63,795
Cell Phone Stipend		\$600
Total 1st Year Salary Compensation		\$64,395
Health Benefits (Contributions for Family Coverage) (Actual contributions will depend on coverage level selected)		
Medical + Vision (EE + Family)	\$2,327	\$20,942
Dental (EE + Family)	\$276	\$2,488
VEBA (\$1,600 prorated based on hire date)		\$0
Flexible Spending Acct. (Voluntary)		
Total Health Benefits		\$23,430
Income Protection		
Life Insurance		\$112
Accidental Death & Dismemberment		\$17
Long-Term Disability		\$143
Additional Employee/Dependent Life (Voluntary)		
Short-Term Disability (Voluntary)		
Total Income Protection		\$272
Government Insurance Benefits		
Social Security and Medicare	\$4,926	\$4,926
Workers' Compensation	\$31	\$31
Total Government Benefits	\$4,957	\$4,957
Retirement Benefits		
PERS Pension Employer Contribution		\$8,462
PERS 6% EE Share (Paid by CIS)		\$3,864
457 Retirement Plan (Voluntary)		
Total Retirement Benefits		\$12,325
Total Compensation		\$105,380

CIS Benefits Details

Unless otherwise noted, eligibility for the benefits below is first day of the month after your hire date.

Medical/Dental/Vision

- CIS pays 90% of the premium for employees and dependents
- Choice of Regence PPO plan or Kaiser Permanente HMO medical plans, both with alternative care (chiro, acupuncture, naturopath) and vision care
- Choice of 3 dental plans, all with orthodontic coverage

Voluntary Employee Benefit Association (VEBA)

- Employees may use this account for out-of-pocket healthcare costs
- CIS currently contributes a fixed amount 1x per year, for employees enrolled in a CIS healthcare plan
- Contributions are based on how many dependents the employee enrolls in a CIS medical plan
- Employer-only contribution
- **Must be enrolled in a CIS medical plan**

Flexible Spending Account (FSA)

- Employees may choose to contribute to this account on a pre-tax basis for their medical and dental premium portions, childcare, and/or out-of-pocket healthcare costs
- Employee-only funded

Basic Life Insurance and AD&D

- Basic Life: 1.5x Salary to \$150,000
- AD&D: 1.5x Salary to \$150,000

Voluntary Life Insurance

In addition to Basic Life, employees have the option to purchase the following:

- Employee coverage: up to \$300,000
- Spouse coverage: up to \$300,000
- Dependent (Spouse, DP, children) coverage: flat \$10,000

Long-Term Disability

- Benefit: 66 2/3% of base pay for a disability beginning on day 91 of the disability

Voluntary Benefits

- MetLife Critical Illness, Accident Insurance & Hospital Indemnity
- Allstate Identity Protection
- Trauma Coverage

Public Employee Retirement System (PERS)

OPSRP Benefit for employees hired after August 29, 2003.

- Two Components of OPSRP: Pension and Individual Account Program (IAP)
- Both currently 100% funded by CIS
- **Eligible for Pension and IAP after a six-month waiting period unless already eligible through prior employment with a PERS-participating employer**

Pension Program

- Monthly pension amount, as calculated by PERS
- Five-year vesting period

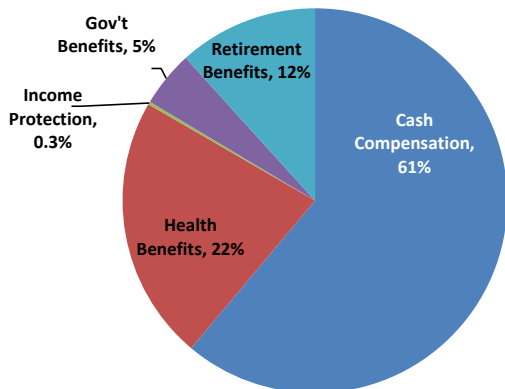
IAP

- CIS pays equivalent of 3.5% to 5.25% of an employee's salary depending on PERS tier
- 100% vested after CIS makes the first IAP contribution

Voluntary 457 Retirement Plan

- Employee-only contributions
- Two plan options: ICMA-RC and Oregon Savings Growth Plan (OSGP)
- **Employees may choose to contribute into an individual pre-tax retirement plan, beginning with their first paycheck**

CIS' Contributions as % of Total Compensation



In addition to the compensation and benefits mentioned above, CIS also provides you with the following in the first year of employment:

- * 12 Days of Paid Vacation
- * 8 Paid Office-closed Holidays
- * 3 Selectable Holidays per full calendar year
- * 12 Days of Paid Sick Leave
- * Employee Assistance Program
- * Education Benefits & Tuition Reimbursement