

### **REQUEST for PROPOSAL #868** PROFESSIONAL, TECHNICAL AND EXPERT SERVICES

### Clark County Washington

# RELEASE DATE: WEDNESDAY, AUGUST 9, 2023 DUE DATE: WEDNESDAY, SEPTEMBER 6, 2023 by 1:30 pm

Request for Proposal for:

# GROUP LIFE, AD&D and LONG-TERM DISABILITY INSURANCE COVERAGE

<u>SUBMIT</u>: One (1) Original Four (4) Complete Copies

#### of the Proposal to:

Shipping Method of your Choice or Hand Delivery	United States Postal Service
Clark County	Clark County
ATTN: Office of Purchasing	ATTN: Office of Purchasing
1300 Franklin Street, 6 <sup>th</sup> Floor, Suite 650	PO Box 5000
Vancouver WA 98660	Vancouver WA 98666-5000
564-397-2323	564-397-2323

**Office Hours:** 8:00 am – 3:00 pm, Monday – Friday, except Legal Holidays. **No electronic submissions**.

\*\*Proposals must be delivered to the Purchasing office – No Exceptions \*\*Proposals must be date and time stamped by Purchasing staff by 1:30 pm on due date. \*\*Proposal shall be sealed and clearly marked on the package cover with RFP #, Title & Company Name

**Refer Questions to Project Manager:** 

Amie Johnson Sr. HR Rep / Human Resources <u>Amie.Johnson@clark.wa.gov</u> 564-397-2465 ADMINISTRATIVE REQUIREMENTS - Contractors shall comply with all management and administrative requirements established by Washington Administrative Code (WAC), the Revised Code of the State of Washington (RCW), and any subsequent amendments or modifications, as applicable to providers licensed in the State of Washington.

ALL proposals submitted become the property of Clark County. It is understood and agreed that the prospective Proposer claims no proprietary rights to the ideas and written materials contained in or attached to the proposal submitted. Clark County has the right to reject or accept proprietary information.

**AUTHORSHIP** - Applicants must identify any assistance provided by agencies or individuals outside the proposers own organization in preparing the proposal. No contingent fees for such assistance will be allowed to be paid under any contract resulting from this RFP.

CANCELLATION OF AWARD - Clark County reserves the right to immediately cancel an award if the contractual agreement has not been entered into by both parties or if new state regulations or policy make it necessary to change the program purpose or content, discontinue such programs, or impose funding reductions. In those cases where negotiation of contract activities are necessary, Clark County reserves the right to limit the period of negotiation to sixty (60) days after which time funds may be unencumbered.

**CONFIDENTIALLY** - Proposer shall comply with all applicable state and federal laws governing the confidentiality of information.

**CONFLICT OF INTEREST** - All proposals submitted must contain a statement disclosing or denying any interest, financial or otherwise, that any employee or official of Clark County or the appropriate Advisory Board may have in the proposing agency or proposed project.

**CONSORTIUM OF AGENCIES** - Any consortium of companies or agencies submitting a proposal must certify that each company or agency of the consortium can meet the requirements set forth in the RFP.

**COST OF PROPOSAL & AWARD** - The contract award will not be final until Clark County and the prospective contractor have executed a contractual agreement. The contractual agreement consists of the following parts: (a) the basic provisions and general terms and conditions, (b) the special terms and conditions, (c) the project description and goals (Statement of Work), and (d) the budget and payment terms. Clark County is not responsible for any costs incurred prior to the effective date of the contract. Clark County reserves the right to make an award without further negotiation of the proposal submitted. Therefore, the proposal should be submitted in final form from a budgetary, technical, and programmatic standpoint.

**DISPUTES** - Clark County encourages the use of informal resolution to address complaints or disputes arising over any actions in implementing the provisions of this RFP. Written complaints should be addressed to Clark County – Purchasing, P.O. Box 5000, Vancouver, Washington 98666-5000.

**DIVERSITY IN EMPLOYMENT AND CONTRACTING REQUIREMENTS** - It is the policy of Clark County to require equal opportunity in employment and services subject to eligibility standards that may be required for a specific program. Clark County is an equal opportunity employer and is committed to providing equal opportunity in employment and in access to the provision of all county services. Clark County's Equal Employment Opportunity Plan is available at \_ This commitment applies regardless of race, color, religion, creed, sex, marital status, national origin, disability, age, veteran status, on-the-job injury, or sexual orientation. Employment decisions are made without consideration of these or any other factors that are prohibited by law. In compliance with department of Labor Regulations implementing Section 504 of the rehabilitation Act of 1973, as amended, no qualified handicapped individual shall be discriminated against in admission or access to any program or activity. The prospective contractor must agree to provide equal opportunity in the administration of the contract, and its subcontracts or other agreements.

ENVIRONMENTALLY RESPONSIBLE PURCHASING PROGRAM - Clark County has implemented an Environmentally Responsible Purchasing Policy with a goal to reduce negative impacts on human health and the environment. Negative environmental impacts include, but are not limited to, greenhouse gases, air pollution emissions, water contamination, waste from the manufacturing process and waste in packaging. This policy also seeks to increase: 1) water and energy efficiency; 2) renewable energy sources; 3) use of products with recycled content; 4) product durability; 5) use of products that can be recycled, reused, or composted at the end of its life cycle. Product been established on have Green Purchasing criteria the List https://clark.wa.gov/sites/default/files/dept/files/generalservices/Purchasing/ERP%20Policy.pdf

**INDEPENDENT PRICE DETERMINATION** - The prospective contractor guarantees that, in connection with this proposal, the prices and/or cost data have been arrived at independently, without consultation, communication, or agreement for the purpose of restricting competition. This does not preclude or impede the formation of a consortium of companies and/or agencies for purposes of engaging in jointly sponsored proposals.

**INTERLOCAL AGREEMENT** - Clark County has made this RFP subject to Washington State statute RCW 39.34. Therefore, the proposer may, at the proposers option, extend identical prices and services to other public agencies wishing to participate in this RFP. Each public agency wishing to utilize this RFP will issue a purchase order (or contract) binding only their agency. Each contract is between the proposer and the individual agency with <u>no</u> liability to Clark County.

**LIMITATION** - This RFP does not commit Clark County to award a contract, to pay any costs incurred in the preparation of a response to this RFP, or to procure or contract for services or supplies.

LATE PROPOSALS - A proposal received after the date and time indicated above will not be accepted. No exceptions will be made.

**ORAL PRESENTATIONS** - An oral presentation may be required of those prospective contractors whose proposals are under consideration. Prospective contractors may be informed that an oral presentation is desired and will be notified of the date, time and location the oral presentation is to be conducted.

OTHER AUDIT/MONITORING REQUIREMENTS - In addition, auditing or monitoring for the following purposes will be conducted at the discretion of Clark County: Fund accountability; Contract compliance; and Program performance.

**PRICE WARRANT** - The proposer shall warrant that the costs quoted for services in response to the RFP are not in excess of those which would be charged any other individual or entity for the same services performed by the prospective contractor, in a similar socioeconomic, geographical region.

**PROTESTS** - Must be submitted to the Purchasing Department.

PUBLIC SAFETY - May require limiting access to public work sites, public facilities, and public offices, sometimes without advance notice. The successful Proposer's employees and agents shall carry sufficient identification to show by whom they are employed and display it upon request to security personnel. County project managers have discretion to require the successful Proposer's employees and agents to be escorted to and from any public office, facility or work site if national or local security appears to require it.

ACCEPTANCE or REJECTION OF PROPOSALS - Clark County reserves the right to accept or reject any or all proposals received as a result of this RFP, to negotiate with any or all prospective contractors on modifications to proposals, to waive formalities, to postpone award, or to cancel in part or in its entirety this RFP if it is in the best interest of Clark County to do so.

**SUBCONTRACTING** - No activities or services included as a part of this proposal may be subcontracted to another organization, firm, or individual without the approval of Clark County. Such intent to subcontract shall be clearly identified in the proposal. It is understood that the contractor is held responsible for the satisfactory accomplishment of the service or activities included in a subcontract.

VERBAL PROPOSALS - Verbal proposals will not be considered in making the award of any contract as a result of this RFP.

WORKERS COMPENSATION INSURANCE – The contractor shall comply with R.C.W. Title 51- with minimum coverage limits of \$500,000 for each accident, or provide evidence that State law does not require such coverage.

FOR ALTERNATIVE FORMATS Clark County ADA Office: V: 564-397-2322 ADA@clark.wa.gov

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Part I

Proposal Requirements

Section IA	General Information
1. Introduction	Clark County is accepting proposals from experienced and qualified providers for the following coverages for an effective date of January 1, 2024: <ul> <li>Group Life/AD&amp;D</li> </ul>
	Additional Employee, Spouse, and Child Life
	Additional Employee, Spouse AD&D
	Core and Buy-up Long-Term Disability
	The insured plans are currently issued through Standard Insurance Company (Standard). The County does not have an outside FML administrator at this time and is not seeking FML administration proposals now. The County would like to place all lines of coverage with one carrier.
	If your company contact details <u>are not</u> on the Plan Holder List at
	https://clark.wa.gov/internal-services/request-proposal-1
	Attachment B, Letter of Interest must be submitted to participate in this RFP.
	Proposers shall respond to all sections to be considered.
	Clark County has made this Request for Proposal subject to Washington State statute RCW 39.34. Therefore, the proposer may, at the proposers' option, extend identical prices and services to other public agencies wishing to participate in this RFP. Each public agency wishing to utilize this proposal will issue a purchase order (or contract) binding only their agency. Each contract is between the proposer and the individual agency with no liability to Clark County.
2. Background	The County's contracts have been with Standard Insurance since 1989 with the exception of the Additional Life Insurance plan, which became effective 2003. The County has approximately 1,695 employees eligible for life insurance with fourteen (14) union/guilds. The County has 1,572 employees eligible for LTD benefits because members of the Deputy Sheriff's Guild do not participate in the group's LTD benefit.
	The County provides Basic Group Term Life Insurance and Accidental Death & Dismemberment (AD&D) to all eligible Active Employees based on class of employees. The Basic Life/AD&D coverage is non-contributory.
	Employees in all classes may purchase Additional Life/AD&D and Spouse Life/AD&D in multiples of \$10,000 up to \$500,000 through payroll deduction at coverage levels and premiums described in the policy certificate and rate history. Child Life is also available for purchase at \$5,000, \$7,500, and \$10,000 at per unit rates.
	Note: Additional Life Insurance can be purchased with AD&D benefits, but AD&D benefits cannot be purchased separately. If both the employee and spouse work for the County, he/she cannot be covered as a dependent under this policy, and only one member may cover dependent children.
	Life Current class structure and benefit levels:
	Group Life/AD&D, Additional Life, Additional AD&D, Spouse Life, Spouse AD&D, Dependent Child Life.

<b><u>Class 1</u></b> : Elected Officials, Management 1 & 2, Court Appointed, RTC Management, CRESA Management, SW Clean Air Agency Management, Information Technology Guild, and Lower Columbia Fish Recovery Board Management. Basic Life and AD&D benefits are 1 times annual earnings up to \$150,000.
<u><b>Class 2:</b></u> Non-represented (M3), CRESA Non-represented, RTC Non-represented, and Partners in Careers, Sheriff's Administrators Association, SW Clean Air Agency Non-represented, Law Library, and Lower Columbia Fish Recovery Board Non-Represented. Basic Life and AD&D benefits are 1 times annual earnings up to \$50,000.
<b><u>Class 3</u></b> : CRESA 911 Dispatchers Guild. Basic Life and AD&D benefits are 1 times annual earnings up to \$50,000.
<b><u>Class 4</u></b> : Custody Officer's Guild; Sheriff's Office Support Guild, Local 11, Local 17 Appraisers, Local 17 Engineers, Local 1432, Juvenile Detention Officer's Guild, Local 307, Local 8, Local 335. Basic Life and AD&D benefits are a flat benefit of \$25,000.
Class 5: Deputy Sheriff's Guild. Basic Life and AD&D benefits are a flat benefit of \$25,000.
LTD Current Class structure and benefit levels:
<b><u>Class 1</u></b> : Elected Officials, Management 1 and 2, Court Appointed, RTC-Management, CRESA Management, SW Clean Air Agency Management, Non-represented (M3), CRESA Non-represented, RTC Non-represented, SW Clean Air Agency Non-represented, Law Library, and Lower Columbia Fish Recovery Board Management. Core LTD benefit is 60% of earnings up to \$9,000 per month. The buy-up LTD option brings the total LTD benefit to 66 <sup>2</sup> / <sub>3</sub> % up to \$10,000.
<b><u>Class 2</u></b> : Information Technology Guild, Local 11, Local 17 Appraisers, Local 17 Engineers, Local 1432, Local 307, Local 335, Sheriff's Administrator Association, and Local 8. Core LTD benefit is 60% of earnings up to \$9,000 per month. The buy-up LTD option brings the total LTD benefit to 66 <sup>2</sup> / <sub>3</sub> % up to \$10,000.
<b><u>Class 3</u></b> : Partners in Careers, CRESA 911 Dispatchers Guild. Core LTD benefit is 60% of earnings up to \$4,375 per month. The buy-up LTD option brings the total LTD benefit to $66^{2}/_{3}\%$ up to \$4,862.
<b><u>Class 4</u></b> : Sheriff Office Support Guild. Core LTD benefit is 60% of earnings up to \$9,000 per month. The buy-up LTD option brings the total LTD benefit to 66 <sup>2</sup> / <sub>3</sub> % up to \$10,000.
<u><b>Class 5</b></u> : Corrections Deputy Guild. Core LTD benefit is 60% of earnings up to \$4,375 per month. The buy-up LTD option brings the total LTD benefit to $66^{2}/_{3}$ % up to \$4,862.
<u><b>Class 6</b></u> : Juvenile Detention Officer's Guild. Core LTD benefit is 60% of earnings up to $4,375$ per month. The buy-up LTD option brings the total LTD benefit to $66^{2}/_{3}$ % up to $4,862$ .
The Core LTD coverage is non-contributory.
LTD Buy-Up Option: eligible employees may purchase an additional monthly LTD benefit, as listed above, through after-tax payroll deduction. Class and premium information is described in the policy certificate and rate history. Eligibility for the buy-up option is based on employee class.
The census will indicate the employees Current Class for both life insurance and LTD benefits.
Employees are eligible first of the month following date of hire as a regular full or part-time employee. Employees are eligible at 20 hours.

3. Scope of Project	<ul> <li>Clark County is requesting proposals for Group Life/AD&amp;D, Additional Life, Additional AD&amp;D, Spouse Life, Spouse AD&amp;D, Dependent Child Life, and Long-Term Disability programs with the primary objectives of finding:</li> <li>Competitive fully insured rates for all lines of coverage requested. Please include any package discounts that are applicable.</li> <li>Plans that match our current benefits. Indicate any areas which cannot be matched or benefit enhancements you could offer in lieu of matching.</li> <li>The County requests an additional quote to increase the max Basic Life and AD&amp;D benefit for Class 2 employees to \$150,000.</li> <li>Useful and timely claims experience reporting.</li> <li>On-line claims submission and reports.</li> <li>Responsive service to the Human Resources staff and employees.</li> <li>Strong claims management and customer service.</li> <li>One carrier for all lines of coverage is preferred.</li> </ul>
4. Project Funding	<ul> <li>Allocation of funds for this RFP will be established based on the funds requested in the selected proposal.</li> <li>The County currently and plans to continue to pay premiums associated with the Group policies and for employees to pay premiums associated with the supplemental policies.</li> <li><u>Title VI Statement</u></li> <li>Clark County, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award.</li> <li>El Condado de Clark, de acuerdo con las disposiciones del Título VI de la Ley de Derechos Civiles de 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d a 2000d-4) y el Reglamento, por la presente notifica a todos los postores que se asegurará afirmativamente de que cualquier contrato celebrado de conformidad con este anuncio, las empresas comerciales desfavorecidas tendrán la oportunidad plena y justa de presentar ofertas en respuesta a esta invitación y no serán discriminadas por motivos de raza, color u origen nacional en consideración a un laudo.</li> </ul>

5. Timeline for Selection	The following dates are the <u>intended</u> time	line:
	RFP Release Date	August 9, 2023
	Proposer Questions Due	August 16, 2023
	Responses to Questions Released	August 23, 2023
	Proposals Due	September 6, 2023
	Finalist Meetings	October 2 - 4, 2023
	Decision	October 5 - 6, 2023
	Notifications	October 9 - 13, 2023
	Implementation	October - December, 2023
	Contract Effective Date	January 1, 2024
6. Employment Verification	before, include with their response or with Verify MOU or proof of pending enrollme provide Clark County with the same I contractor (\$25,000 or more) within t Contractors and sub-contractors shall pre hired after the date of the MOU. The s manager at the end of the contract, or ar	rmal Clark County RFP, all proposers shall submit nin <b>48 hours</b> after submittal, a recent copy of their E- ent. The awarded contractor shall be responsible to E-Verify enrollment documentation for each sub- thirty days after the sub-contractor starts work. ovide a report(s) showing status of new employees tatus report shall be directed to the county project nually, whichever comes first. E-Verify information Department of Homeland Security web page:
	How to submit the MOU in advance of 1. Hand deliver to 1300 Franklin St, Suit 2. E-mail: <u>koni.odell@clark.wa.gov</u> or <u>pr</u> <i>Note : Sole Proprietors shall submit a lette</i>	e 650, Vancouver, WA 98660, or; iscilla.ricci@clark.wa.gov

Section IB	Work Requirements
1. Required Services	Service It is expected that the contracts, necessary administrative forms, administrative manual, and employee certificates will be prepared as quickly as reasonably possible following designation of the selected carrier. Please note any additional costs related to SPDs and any other services if these are not part of the normal administration you provide.
	<b><u>Rate Guarantee Periods</u></b> Rates and fees should be guaranteed for at least 3 years. Please indicate your willingness to extend such guarantees by line of coverage on the Rate Response Form provided.
	<u>Commission</u> Please quote all lines of coverage net of commissions.
	<u>Deviations</u> It is understandable that you may not be able to respond to each specification in this RFP. Therefore, if you are unable to substantially meet the requirements, you are requested to describe any deviations in your proposal on the Proposal Deviation Form provided. All deviations will be considered.
	<b><u>Financial Stability</u></b> The selected carrier must be financially sound, well capitalized and highly rated by A.M. Best as Excellent (A- or A) or Superior (A+ or A++). The finalists may be requested to provide financial reports.
	<u>Claims Processing and Benefit Payments</u> The selected carrier must establish guidelines and have a system to assure that claims are processed timely and accurately.
	The selected carrier must have an automatic process to file integrated Life and LTD waiver of premium claims. For LTD claims, the carrier must match the employer's share of FICA taxes on payment and prepare W-2 forms at year-end.
	<b>Customer Service</b> The selected carrier must assure all customer service and claims staff is trained in the specific technical issues of the County. The carrier must provide ongoing customer service functions for covered persons, claimants, and Benefits staff. The carrier must be capable of recording and maintaining information regarding service-related or other complaints reported by covered employees and/or employee representative. The selected carrier must have telephone system and staff capacity to adequately respond to covered persons in a timely manner. The telephone customer service system must be available during standard business hours Pacific Time, Monday through Friday.
	Account Management The selected carrier is expected to designate an account manager who has the authority to respond to the County's needs in a timely manner.
	<b><u>Communication and Marketing</u></b> The selected carrier will provide annual enrollment, general marketing and information materials for employee education and resources.
	The carrier will develop and design summary plan booklets (SPD) or Certificates of Coverage in an appropriate form for print or placement on the County's intranet site.
	<b><u>Reports</u></b> The selected carrier must provide quarterly reports and annual reports on the performance of the plans. The standard reporting package should include, but is not limited to the following

reports:	
Life/AD&D	
Experience Reports by line of coverage	
Life Waiver of Premium Report	
LTD	
Experience Reports, Number of Open Claims and Total Claims by Policy Year	
Open Claim List	
Performance Reports	
Customer Service	
Claims Administration	
All proposers are expected to provide, at a minimum coverage provisions currently in-force. Any enhancements should be outlined in proposal.	
Implementation	
The selected carrier must designate an implementation team of experienced staff to work with the County to effectively implement the plans on schedule.	
Ensure that no covered members lose benefits in a transition between carriers, giving special consideration to anyone not actively at work due to disability, but not yet qualified for waiver.	
Minimum Proposer Qualifications	
• Shall provide multiple disability and/or life claim intake options (e.g., web-based, mobile app, telephonic, paper forms to be returned via mail or fax).	
• Shall have a minimum ten (10) years' experience administering group life and disability products.	
A dedicated account manager shall be provided.	
Shall have the ability to produce W-2 reporting for disability claims.	
• Shall provide tools and resources that help support return to work or applying for Social Security Disability (for disability claimants or AD&D claimants, as applicable) and assistance for survivors/beneficiaries of deceased employees.	
• Shall certify it will provide a rate guarantee no less than three (3) years.	
<ul> <li>Shall certify it will provide detailed Performance Guarantees with fees at risk that are measurable and reportable, including:         <ul> <li>Implementation satisfaction</li> <li>Claims processing Time and Accuracy</li> </ul> </li> </ul>	
<ul> <li>Customer Service (e.g., hold times, call abandonment rate, satisfaction)</li> <li>Reporting</li> <li>Website/Technology/Data Security (e.g., system untime)</li> </ul>	
<ul> <li>Website/Technology/Data Security (e.g., system uptime)</li> <li>Account Management (e.g., responsiveness, satisfaction, etc.)</li> </ul>	
• Proposer shall agree to execute any and all contracts and other necessary agreements with any approved subcontractor(s) within thirty (30) days of receipt of the Notice of Award.	

2. County Performed Work	Benefits and payroll staff under the direction of the County's Benefits Manager will work with the implementation team to facilitate system requirements resulting from the award of the contract. They will coordinate employee communications to ensure employees are informed of any changes, including new guarantee issue periods, and perform the administrative (enrollment) requirements of the plans.
3. Deliverables & Schedule	The selected carrier provides efficient claims administration management and customer service in accordance with all federal and state regulations to ensure the County's benefits programs remain competitive while managing cost and utilization. Employee communication shall begin in October following approval of the County. The implementation schedule will be finalized with the successful insurance carrier for a January 1, 2024, effective date.
4. Place of Performance	Not needed for this RFP.
5. Period of Performance	A contract awarded as a result of this RFP will be for three (3) years and is intended to begin on January 1, 2024 and end December 31, 2026. Clark County reserves the right to extend the contract resulting from this RFP for a period of two (2) additional years, in one (1) year increments, with the same terms and conditions, by service of a written notice of its intention to do so prior to the contract termination date.
6. Prevailing Wage Applicable to all public work as defined in RCW 39.04.010(4) Public Works Definition	<ul> <li>Pursuant to Washington State RCW 39.12 PREVAILING WAGES ON PUBLIC WORKS all work identified in this project as a public work requires the contractor to pay Washington State prevailing wages and file all affidavits of intent to pay with the WA State Dept of Labor &amp; Industries.</li> <li>Contractors shall meet the requirements for Prevailing Wage and public works requirements, per RCW 39.04.350 BIDDER RESPONSIBILITY CRITERIA – SWORN STATMENT – SUPPLEMENTAL CRITERIA.</li> <li>For this project select the Clark County rates that apply on the proposal closing date from either of these sites:</li> </ul>
	http://www.wsdot.wa.gov/Design/ProjectDev/WageRates/default.htmhttp://www.lni.wa.gov/TradesLicensing/PrevWage/WageRatesBefore payment is made by the Local Agency of any sums due under this contract, the Local Agency must receive from the Contractor and each Subcontractor a copy of "Statement of Intent to Pay Prevailing Wages" (Form L & I Number 700-29) approved by the Washington State Department of Labor and Industries.A fee of \$45.00 per each "Statement of Intent to Pay Prevailing Wages" and "Affidavit of Wages Paid" is required to accompany each form submitted to this Department of Labor and Industries. The Contractor is responsible for payment of these fees and shall make all applications directly to the Department of Labor and Industries. These fees shall be incidental to all the proposed items of this contract.

7. Debarred/Suspended	Federally or Washington State debarred or suspended suppliers may not participate in this Request for Proposal.
	All proposer's must fill out, sign and submit the "Certification Regarding Debarment, Suspension, and Other Responsibility Matters" form with their proposal to be eligible to participate.
8. Americans with Disabilities Act (ADA) Information	Clark County in accordance with Section 504 of the Rehabilitation Act (Section 504) and the Americans with Disabilities Act (ADA), commits to nondiscrimination on the basis of disability, in all of its programs and activities. This material can be made available in an alternate format by emailing <u>ADA@clark.wa.gov</u> or by calling 564-397-2322.
9. Public Disclosure	This procurement is subject to the Washington Public Records Act (the "Act"), chapter 42.56 RCW. Once in the County's possession, all of the RFP Submittals shall be considered public records and available for public records inspection and copying, unless exempt under the Act.
	If a Respondent or Proposer considers any portion of an RFP Submittal to be protected under the law, whether in electronic or hard copy form, the Respondent or Proposer shall clearly identify each such portion with the word "PROPRIETARY". The County will notify the Respondent or Proposer in writing of the request and allow the Respondent or Proposer ten (10) days to obtain a court order enjoining release of the record(s). If the Respondent or Proposer does not take such action within the ten (10) day period, the County will release the portions of the RFP Submittal deemed subject to disclosure. All Respondents and Proposers who provide RFP Submittals for this procurement accept the procedures described above and agree that the County shall not be responsible or liable in any way for any losses that the party may incur from the disclosure of records to a third party who requests them.
10. Insurance/Bond	<b>A.</b> <u>Waiver of Subrogation</u> All insurance coverage maintained or procured pursuant to this agreement shall be endorsed to waive subrogation against County, its elected or appointed officers, agents, officials, employees and volunteers or shall specifically allow Contractor or others providing insurance evidence in compliance with these specifications to waive their right of subrogation prior to a loss. Contractor hereby waives its own right of subrogation against County and shall require similar written express waivers and insurance clauses from each of its subcontractors.
	<b>B.</b> <u>Proof of Insurance</u> Proof of Insurance shall be provided prior to the starting of the contract performance. Proof will be on an ACORD Certificate(s) of Liability Insurance, which the Proposer shall provide to Clark County. Each certificate will show the coverage, deductible and policy period. Policies shall be endorsed to state that coverage will not be suspended, voided, canceled or reduced without a 30-day written notice by mail to the County. It is the Proposer's responsibility to provide evidence of continuing coverage during the overlap periods of the policy and the contract.
	<b>C.</b> <u>Worker's Compensation</u> As required by the industrial insurance laws of the State of Washington.
	<b>D.</b> <u>Automobile</u> If the Proposer or its employees use motor vehicles in conducting activities under this Contract, liability insurance covering bodily injury and property damage shall be provided by the Proposer through a commercial automobile insurance policy. The policy shall cover all owned and non- owned vehicles. Such insurance shall have minimum limits of \$1,000,000 per occurrence, combined single limit for bodily injury liability and property damage liability with a \$1,000,000 annual aggregate limit. If the Proposer does not use motor vehicles in conducting activities under

	this Contract, then written confirmation to that effect on Proposer letterhead shall be submitted by the Proposer.
	<b>E.</b> <u>Commercial General Liability (CGL) Insurance</u> Written under ISO Form CG0001 or its latest equivalent with minimum limits of \$1,000,000 per occurrence and in the aggregate for each one-year policy period. Personal and Advertising Injury \$1,000,000 and General Aggregate \$1,000,000. This policy must renew annually. This coverage may be any combination of primary, umbrella or excess liability coverage affording total liability limits of not less than \$1,000,000 per occurrence and in the aggregate. However, if other policies are added they must be a follow-form policy in language, renewal date, and have no more exclusions than the underlying coverage. Products and Completed Operations coverage shall be provided for a period of three years following Substantial Completion of the Work. The deductible will not be more than \$50,000 unless prior arrangements are made with Clark County on a case by case basis; the criterion is the Contractor's liquidity and ability to pay from its own resources regardless of coverage status due to cancellation, reservation of rights, or other no-coverage-enforce reason. Coverage shall not contain any endorsement(s) excluding nor limiting Product/Completed Operations, Contractual Liability or Cross Liability. Clark County needs to be listed as additional insured.
	<b>F.</b> <u>Professional Liability (aka Errors and Omissions)</u> The Proposer shall obtain, at Proposer's expense, and keep in force during the term of this contract Professional Liability insurance policy to protect against legal liability arising out of contract activity. Such insurance shall provide a minimum of \$2,000,000 per occurrence. The deductible will not be more than \$25,000 unless prior arrangements are made with Clark County on a case by case basis; the criterion is the Proposer's liquidity and ability to pay from its own resources. It should be an "Occurrence Form" policy. If the policy is "Claims Made", then Extended Reporting Period Coverage (Tail coverage) shall be purchased for three (3) years after the end of the contract.
	<b>G.</b> <u>Umbrella Liability Coverage</u> Umbrella Coverage in the amount of \$1,000,000 shall be provided and will apply over all liability policies without exception, including Commercial General Liability and Automobile Liability.
	<b>H.</b> <u>Additional Insured</u> Clark County, its officers, employees and agents, will be named on all policies of contractor and any subcontractors as an additional insured, with no restrictions or limitations concerning products and completed operations. This coverage shall be primary coverage and noncontributory to any coverage maintained by Clark County. The contractor shall provide Clark County with verification of insurance and endorsements required by this agreement. Clark County reserves the right to require complete, certified copies of all required insurance policies at any time. All insurance shall be obtained from an insurance company authorized to do business in the State of Washington.
	All policies must have a Best's Rating of A-VII or better.
11. Plan Holders List	<ul> <li>All proposers are required to be listed on the plan holders list.</li> <li>✓ Prior to submission of proposal, please confirm your organization is on the Plan Holders List below:</li> </ul>
	<ul> <li>To view the Plan Holders List, please click on the link below or copy and paste into your browser.</li> <li>Clark County RFP site: <u>https://clark.wa.gov/internal-services/purchasing-overview</u></li> <li>If your organization is NOT listed, submit Attachment B - Letter of Interest to ensure your inclusion.</li> <li>Proposals received by Clark County by proposers not included on the Plan Holders List may be considered non-responsive.</li> </ul>

## Part II Proposal Preparation and Submittal

Section IIA	Pre-Submittal Meeting / Clarification
1. Pre-Submittal Meeting	There will be no pre-submittal meeting or site visit scheduled for this project.
2. Proposal Clarification	Questions and Requests for Clarification regarding this Request for Proposal must be directed in writing, via email, to the person listed on the cover page.
	The deadline for submitting such questions/clarifications is August 16, 2023 by 5:00 pm Pacific Time.
	An addendum will be issued no later than August 23, 2023 to all recorded holders of the RFP if a substantive clarification is in order.
	The Questions & Answers/Clarifications are available for review at the link below. Each proposer is strongly encouraged to review this document prior to submitting their proposal.
	Clark County RFP site: <u>https://clark.wa.gov/internal-services/request-proposal-1</u>
Section IIB	Proposal Submission
1. Proposals Due	Sealed proposals must be received no later than the date, time and location specified on the cover of this document.
	The outside of the envelope/package shall clearly identify: 1. RFP Number and;
	2. TITLE and;
	3. Name and Address of the Proposer.
	Responses received after submittal time will not be considered and will be returned to the Proposer - unopened.
	Proposals received with insufficient copies (as noted on the cover of this document) cannot be properly disseminated to the Review Committee and other reviewers for necessary action, therefore, may not be accepted.
2. Proposal	Proposals must be clear, succinct and not exceed there is no limit on the number of pages submitted. Proposer's who submit more than the pages indicated may not have the additional pages of the proposal read or considered.
	For purposes of review and in the interest of the County, the County encourages the use of submittal materials (i.e. paper, dividers, binders, brochures, etc.) that contain post-consumer recycled content and are <u>readily recyclable</u> .
	The County discourages the use of materials that cannot be readily recycled such as PVC (vinyl) binders, spiral bindings, and plastic or glossy covers or dividers. Alternative bindings such as reusable/recyclable binding posts, reusable binder clips or binder rings, and recyclable cardboard/paperboard binders are examples of preferable submittal materials.

		<ul> <li>Proposers are encouraged to print/copy on both sides of a single sheet of paper wherever applicable; if sheets are printed on both sides, it is considered to be two pages. Color is acceptable, but content should not be lost by black-and-white printing or copying.</li> <li>All submittals will be evaluated on the completeness and quality of the content. Only those Proposers providing complete information as required will be considered for evaluation. The ability to follow these instructions demonstrates attention to detail.</li> <li>Additional support documents, such as sales brochures, may be included with each copy unless otherwise specified.</li> </ul>
Se	ection IIC	Proposal Content
1.	Cover Sheet	This form is to be used as your proposal Cover Sheet. See Cover Sheet - Attachment A
2.	Project Team	Specify the proposed structure of the account management, implementation team, and customer support functions.
3.	Management Approach	Provide an implementation timeline and accompanying documents to identify a communication strategy and tools for use during initial education and enrollment period.
4.	Respondent's Capabilities	Respond to the attached questionnaire. Include any additional information about capabilities including employee/claimant education in your proposal.
5.	Project Approach and Understanding	We will defer to the proposal and responses to the RFP questions.
6.	Proposed Cost	Please match the existing rate structure (e.g., per \$1,000, per unit, etc.).
7.	Employment Verification	Please refer to section 1A.6. – E-Verify         IMPORTANT NOTE: Include this portion of the response immediately <u>AFTER</u> the cover page, if not already on file with Clark County. Current vendors on file can be viewed at: <a href="https://clark.wa.gov/internal-services/purchasing-overview">https://clark.wa.gov/internal-services/purchasing-overview</a>

# Part III Proposal Evaluation & Contract Award

Se	ction IIIA	Proposal Review and Selection	
1.	Evaluation and Selection:	Proposals received in response to this RFP will be evaluated by a Review C Committee review results and recommendations may be presented to an approboard prior to the consent process with the Clark County Council.	
2.	Evaluation Criteria Scoring	Each proposal received in response to the RFP will be objectively evaluated and ratio a specified point system.	ated according
		A one hundred (100) point system will be used, weighted against the followin	ng criteria:
		Proposal Approach / Quality	15
		Capabilities / Experience	15
		Employee/Claimant and Administrative Support	15
		Product Demonstration	15
		Cost	15
		References	10
		Criteria Specific to your Project Needs	15
		Total Points	100
Se	ction IIIB	Contract Award	
1.	Consultant Selection	The County will determine the most qualified proposer based on the evaluation criter predetermined weights, the attributes of the Proposers and the overall response Proposal. If the County does not reach a favorable agreement with the top Propose shall terminate negotiations and begin negotiations with the next qualified Propose is unable to reach agreeable terms with either Proposer, they may opt to void determine next steps. Clark County reserves the right to accept or reject any or all proposals received, to any or all prospective contractors on modifications to proposals, to waive formalitie award, or to cancel in part or in its entirety this RFP. Clark County reserves the rig contract based on the best interests of the County.	siveness of the ser, the County or. If the County If the RFP and onegotiate with es, to postpone
2.	Contract	The proposal and all responses provided by the successful Proposer may become	a part of the
	Development	final contract.	

3.	Award Review	The public may view Request for Proposal documents by submitting a public records request at <u>www.clark.wa.gov</u> .
4.	Orientation/Kick-off Meeting	Each carrier is expected to provide an implementation plan with their proposal and/or during the finalist interview. The carrier is responsible for initiating and driving the implementation to ensure activities are completed before the effective date.

### Attachment A: COVER SHEET

General Information:			
Legal Name of Proposing Firm			
Street Address	City	State	Zip
Contact Person	Title		
Phone	Fax		
Program Location (if different than above)			
Email Address			
Tax Identification Number			
ADDENDUM:			
Proposer shall acknowledge receipt of Add	denda by checking the appropr	iate box(es).	

NOTE: Failure to do so, shall render the proposer non-responsive and therefore be rejected.

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I certify that to the best of my knowledge the information contained in this proposal is accurate and complete and that I have the legal authority to commit this agency to a contractual agreement. I realize the final funding for any service is based upon funding levels, and the approval of the Clark County Council and required approvals.

Authorized Signature of Proposing Firm

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Date

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Printed Name

None

### Attachment B: LETTER OF INTEREST

Legal Name of Applicant Agency		
Street Address		
City	State	Zip
Contact Person	Title	
Phone	Fax	
Program Location (if different than above)		
Email Address		

- > All proposers are required to be included on the plan holders list.
- > If your organization is NOT listed, submit the 'Letter of Interest" to ensure your inclusion.

Email Letter of Interest to: Koni.Odell@clark.wa.gov and Priscilla.Ricci@clark.wa.gov

Clark County web link: https://clark.wa.gov/internal-services/request-proposal-1

This document will only be used to add a proposer to the plan holders list. Submitting this document does not commit proposer to provide services to Clark County, nor is it required to be submitted with proposal.

Proposals may be considered non-responsive if the Proposer is not listed on the plan holders list.

#### Attachment C



Clark County, Washington

### Certification Regarding Debarment, Suspension and Other Responsibility Matters

The prospective participant certifies to the best of its knowledge and belief that it and its principals:

- (a) Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency;
- (b) Have not within a three-year period preceding this proposal been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;
- (c) Are not presently indicted for or otherwise criminally or civilly charged by a government entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph (1)(b) of this certification; and
- (d) Have not within a three-year period preceding this application/proposal had one or more public transactions (Federal, State, or local) terminated for cause or default.

I understand that a false statement on this certification may be grounds for rejection of this proposal or termination of the award. In addition, under 18 USC Sec. 1001, a false statement may result in a fine of up to \$10,000 or imprisonment for up to 5 years, or both.

Company Name

Typed Name & Title of Authorized Representative

Signature of Authorized Representative

Date

I am unable to certify to the above statements. My explanation is attached.

Employee	Date of				Pay Code M = Monthly	Full or	Hours Worked				State of			State Disability	Group Term	Group Term	Additional EE	Additional EE			SP Date of			
Number Status	Birth 3/8/1959	Gender Female	Hire Date 11/25/1991	Wage	H = Hourly Monthly	Part Time Full time	Per Wee		Company	Union	Employment WA	Zip Code 98686	Life Class	Plan? No	Life 1 X Salarv	AD&D 1 X Salary	Life	AD&D	SP Life	SP AD&D	Birth	CH Life	LTD Class	LTD LTD Buy-up
2 Active	5/27/1966	Male	2/8/1993	10,344.00 40.85	Hourly	Full time	40	Accounting Operations Manager Planner III	Clark County Clark County	Local 307	WA	97211	4	No	25,000	25,000	\$40,000						2	LTD
3 Active 4 Active	5/26/1966 1/11/1959	Male Male	3/1/1994 11/5/1990	42.22 46.16	Hourly Hourly	Full time Full time	40 40	Environmental Outreach Specialist Senior Natural Resources Specialist III	Clark County Clark County	Local 17 Engineers Local 307	WA WA	98604 98607	4	No No	25,000 25,000	25,000 25,000							2 2	LTD LTD
5 Active 6 Active	1/12/1967 11/4/1962	Male Female	12/13/1993 1/1/1993	42.22 39.99	Hourly Hourly	Full time Full time	40 40	Engineering Technician Senior Real Property Appraiser IV-Lead	Clark County Clark County	Local 17 Engineers Local 17 Appraisers	WA WA	98682 98682	4	No No	25,000 25,000	25,000 25,000	\$200,000	\$200,000	\$100,000	\$100,000	8/16/1966	\$10,000	2	LTD LTD
7 Active 8 Active	7/22/1961	Female	9/7/1990	8,286.00	Monthly	Full time	40 40	Program Coordinator II	Clark County		WA WA	98662 98685	1	No No	1 X Salary 25,000	1 X Salary 25,000	\$70,000	\$70,000	\$20,000		9/9/1964		1	LTD LTD
9 Active	7/20/1965 2/7/1961	Female Female	6/20/1991 11/1/2006	29.18 7,145.00	Hourly Monthly	Full time Full time	40	Legal Specialist Program Coordinator I	Clark County Clark County	Local 11	WA	98686	1	No	1 X Salary	1 X Salary	\$70,000	\$70,000					1	LTD
10 Active 11 Active	7/8/1961 4/26/1955	Male Male	7/6/1992 7/1/1992	41.97 9,848.00	Hourly Monthly	Full time Full time	40 40	Appraisal Analyst Senior Program Manager II	Clark County Clark County	Local 17 Appraisers	WA WA	97137 97217	4 1	No No	25,000 1 X Salary	25,000 1 X Salary							2 1	LTD LTD
12 Active 13 Active	1/22/1964 4/10/1964	Female Female	12/1/1989 8/9/1993	33.45 41.97	Hourly Hourly	Full time Full time	40 40	Department Web / Publications Coordinator Commercial Appraiser Specialist	Clark County Clark County	Local 307 Local 17 Appraisers	WA WA	98661 98686	4	No No	25,000 25,000	25,000 25,000	\$50,000 \$100,000	\$50,000					2	LTD LTD
14 Active 15 Active	10/10/1950 4/5/1954	Female	1/26/1989	26.48 30.52	Hourly	Full time Full time	40 40	EHA Program Assistant	Clark County	Local 335	WA	98668 98662	4	No	25,000 1 X Salary	25,000 1 X Salary	\$100,000	\$100,000	\$20,000	\$20,000	11/29/1944		2	
16 Active	7/19/1961	Female	6/2/1986	12,920.00	Monthly	Full time	40	Deputy Prosecuting Attorney Senior	Clark County Clark County		WA	98685	1	No	1 X Salary	1 X Salary	\$100,000	\$100,000	\$20,000	\$20,000	11/29/1944		1	LTD
17 Active 18 Active	9/28/1969 5/6/1963	Female Female	10/28/1991 11/22/1993	36.26 26.48	Hourly Hourly	Full time Full time	40 40	Quality Assurance & Accreditation Specialist Environmental Health Assistant	CRESA Clark County	Local 335	WA WA	98604 98686	2 4	No No	1 X Salary 25,000	1 X Salary 25,000							1 2	LTD LTD
19 Active 20 Active	2/6/1963 12/23/1956	Female Female	3/1/1993 2/18/1986	46.63 32.49	Hourly Hourly	Full time Full time	40 40	Communications System Specialist III Accountant	CRESA Clark County	Local 11	WA WA	98683 98662	2	No No	1 X Salary 25,000	1 X Salary 25,000	\$100,000						1	LTD Buy-up LTD
21 Active	10/3/1970	Female	8/24/1992	41.23	Hourly	Full time	40	Dispatcher	CRESA	CRESA Dispatcher Guild	WA	98686	3	No	1 X Salary	1 X Salary							3	LTD
22 Active 23 Active	3/25/1973 8/19/1968	Male Female	2/3/1992 3/7/1988	50.85 30.67	Hourly Hourly	Full time Full time	42.12 40	Deputy Sheriff Legal Assistant	Clark County Clark County	Deputy Sheriff Guild Local 11	WA WA	98685 98607	5 4	No No	25,000 25,000	25,000 25,000	\$100,000	\$100,000	\$50,000	\$50,000	11/30/1963		N/A 2	LTD
24 Active 25 Active	10/18/1966 1/28/1966	Female Female	1/25/1990 11/22/1993	41.23 9,872.00	Hourly Monthly	Full time Full time	40 40	Dispatcher IT Professional IV	CRESA Clark County	CRESA Dispatcher Guild IT Guild	WA WA	98625 98629	3 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary						\$10,000	3 2	LTD LTD
26 Active 27 Active	3/29/1963 3/17/1962	Male Male	4/14/1986 8/6/1992	40.66 12,299.00	Hourly	Full time Full time	40 40	Probation Services Case Manager Lead Deputy Prosecuting Attorney II	Clark County Clark County	Local 11	WA WA	98665 98607	4	No No	25,000 1 X Salary	25,000 1 X Salary						\$10,000	2	LTD LTD Buy-up
28 Active	8/28/1966	Female	5/4/1992	37.78	Hourly	Full time	40	Planner II	Clark County	Local 307	WA	98601	4	No	25,000	25,000	\$100,000	\$100,000	\$100,000	\$100,000	9/10/1961	\$10,000	2	LTD Buy-up
29 Active 30 Active	4/21/1967 9/19/1967	Female Male	1/2/1991 11/12/1991	23.99 51.52	Hourly Hourly	Full time Full time	40 40	Office Assistant II Dispatch Supervisor	Clark County CRESA	Local 307 CRESA Dispatcher Guild	WA WA	98674 98682	4	No No	25,000 1 X Salary	25,000 1 X Salary	\$100,000	\$100,000					2	LTD Buy-up LTD
31 Active 32 Active	9/16/1970 7/1/1961	Female Female	3/15/2010 8/26/1983	30.30 38.56	Hourly Hourly	Full time Full time	40 40	Community Health Specialist Juvenile Probation Counselor	Clark County Clark County	Local 335	WA WA	98674 98685	4	No No	25,000 1 X Salary	25,000 1 X Salary							2 1	LTD LTD
33 Active 34 Active	8/26/1970 8/25/1971	Female Male	7/19/1993 9/1/1992	30.67 44.60	Hourly	Full time Full time	40 40	Legal Assistant HRIS Coordinator	Clark County Clark County	Local 11	WA WA	98662 98684	4	No No	25,000 1 X Salary	25,000 1 X Salary	\$80,000 \$100,000	\$80,000 \$100,000	\$80,000	\$80,000	12/5/1962	\$10,000 \$10,000	2	LTD LTD Buy-up
35 Active	5/23/1958	Female	10/30/1984	27.78	Hourly	Full time	40	Legal Secretary II	Clark County	Local 11	WA	98629	4	No	25,000	25,000		\$100,000					2	LTD
36 Active 37 Active	1/25/1965 3/11/1963	Male Female	10/17/1990 8/19/1991	41.23 43.41	Hourly Hourly	Full time Full time	40 40	Dispatcher Fire Inspector II	CRESA Clark County	CRESA Dispatcher Guild Local 307	WA WA	98665 98686	3	No No	1 X Salary 25,000	1 X Salary 25,000	\$100,000 \$150,000	\$150,000	\$20,000 \$100,000	\$100,000	8/17/1962 3/22/1962	\$10,000	3 2	LTD LTD Buy-up
38 Active 39 Active	3/2/1962 5/7/1965	Male Male	4/16/1991 7/22/1996	38.56 36.84	Hourly Hourly	Full time Full time	40 40	Juvenile Probation Counselor Probation Services Case Manager	Clark County Clark County	Local 11	WA WA	98662 98665	2	No No	1 X Salary 25,000	1 X Salary 25,000	\$150,000	\$150,000				\$10,000 \$10,000	1	LTD LTD
40 Active	8/10/1964	Female Female	3/7/1988 4/12/1984	41.23	Hourly	Full time Full time	40 40	Dispatcher Environmental Health Assistant	CRESA	CRESA Dispatcher Guild	WA	98674 98685	3	No	1 X Salary	1 X Salary	\$80,000						3	LTD LTD
41 Active 42 Active	5/14/1962 5/22/1958	Female	4/12/1984 12/2/1985	26.48 9,606.00	Monthly	Full time	40	Principal Planner	Clark County Regional Transportation	Local 335 on	WA		4	No	25,000	25,000							2	
43 Active	11/7/1958	Female	9/2/1986	40.02	Hourly	Full time	40	Environmental Health Specialist II	Clark County	Local 335	WA WA	98685 98629	1 4	No No	1 X Salary 25,000	1 X Salary 25,000							1 2	LTD LTD
44 Active 45 Active	7/2/1961 3/28/1966	Male Female	1/1/1997 1/1/1990	44.35 30.40	Hourly Hourly	Full time Full time	40 40	Environmental Operations Specialist Senior Judicial Assistant (Superior Court)	Clark County Clark County	Local 17 Engineers	WA WA	98686 98686	4	No No	25,000 1 X Salary	25,000 1 X Salary			\$20,000		4/8/1971	\$10,000	2	LTD Buy-up LTD
46 Active	11/25/1944	Male	3/5/2002	8,921.00	Monthly	Full time	40	Program Manager I	Clark County		WA	98665	1	No	1 X Salary	1 X Salary	\$40,000						1	LTD
48 Active	12/14/1964 8/30/1968	Female Male	11/1/1989 10/22/1990	47.81 58.92	Hourly Hourly	Part time Full time	20 42.12	Program Coordinator II Sergeant	Clark County Clark County	Deputy Sheriff Guild	WA WA	98606 98671	5	No No	1 X Salary 25,000	1 X Salary 25,000	\$500,000	\$500,000	\$250,000	\$250,000	7/10/1974	\$10,000	N/A	LTD
49 Active 50 Active	10/28/1956 10/1/1958	Male Male	4/2/1990 2/3/1992	30.01 36.49	Hourly Hourly	Full time Full time	40 40	Traffic Control Technician Engineering Technician	Clark County Clark County	Local 307 Local 17 Engineers	WA WA	98642 98604	4	No No	25,000 25,000	25,000 25,000	\$100,000	\$100,000					2 2	LTD Buy-up LTD
51 Active 52 Active	10/18/1958 9/20/1962	Male Male	6/12/1989 1/3/1991	28.87 33.45	Hourly Hourly	Full time Full time	40 40	Highway Maintenance Specialist Offender Crew Chief Lead	Clark County Clark County	Local 307 Local 11	WA WA	98671 98604	4	No No	25,000 25,000	25,000 25,000	\$100,000						2	LTD LTD
53 Active 54 Active	12/15/1958 4/21/1966	Male	1/23/1995 6/5/1997	40.02 9.848.00	Hourly	Full time	40 40	Environmental Health Specialist II	Clark County	Local 335	WA	98685 98607	4	No No	25,000 1 X Salary	25,000 1 X Salary							2	LTD
55 Active	5/3/1963	Female Male	6/8/1988	30.30	Monthly Hourly	Full time Full time	40	Program Manager II Offender Crew Chief	Clark County Clark County	Local 11	WA	98665	4	No	25,000	25,000	\$100,000		\$60,000		8/5/1961		2	LTD Buy-up LTD
56 Active 57 Active	1/12/1968 12/27/1963	Male Female	3/18/1991 1/6/1992	50.85 16,120.59	Hourly Monthly	Full time Full time	42.12 40	Deputy Sheriff District Court Judge	Clark County Clark County	Deputy Sheriff Guild	WA WA	98684 98685	5 1	No No	25,000 1 X Salary	25,000 1 X Salary							N/A 1	LTD
58 Active	7/3/1963	Male	7/1/1988	10,344.00	Monthly	Full time	40	Planning Manager	Regional Transportation	n	WA	98662	1	No	1 X Salary	1 X Salary							1	LTD
59 Active 60 Active	12/23/1969	Female Male	5/16/1991	30.40	Hourly	Full time Full time	40 40	Judicial Assistant (Superior Court) County Sheriff	Clark County		WA	98684	2	No	1 X Salary	1 X Salary							1	LTD
60 Active 61 Active	4/18/1968 9/12/1969	Male	1/28/2000 8/2/1993	12,167.59 10,708.00	Monthly Monthly	Full time	40	County Sheriff Commander - Enforcement	Clark County Clark County	Sheriff's Administrators'	WA	98685	1	No	1 X Salary	1 X Salary							1	LTD
62 Active	10/17/1969	Male	11/16/1989	12,836.00	Monthly	Full time	40	Chief Deputy Sheriff - Civil	Clark County	Assoc	WA WA	98604 98604	2 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$250,000 \$500,000	\$500,000	\$120,000		2/8/1970		2 1	LTD Buy-up LTD
63 Active 64 Active	8/22/1968 10/31/1946	Male Male	8/2/1993 6/14/1992	58.92 33.45	Hourly Hourly	Full time Full time	42.12 40	Enforcement Sergeant Offender Crew Chief Lead	Clark County Clark County	Deputy Sheriff Guild Local 11	WA WA	98684 98685	5	No No	25,000 25,000	25,000 25,000	\$150,000	\$150,000					N/A 2	LTD
65 Active	8/1/1958	Female	7/9/1990	30.67	Hourly	Full time	40 40	Grants Accounting Specialist	Clark County	Local 11	WA	98682	4	No	25,000	25,000	\$50,000	\$50,000					2	LTD Buy-up
67 Active	9/3/1959 9/22/1961	Female Male	3/27/1995 7/5/1988	24.49 50.85	Hourly Hourly	Full time Full time	42.12		Clark County Clark County	Sheriff Support's Guild Deputy Sheriff Guild	WA	98660 98604	4	No No	25,000 25,000	25,000 25,000							4 N/A	LTD
68 Active 69 Active	8/2/1971 11/1/1967	Female Male	6/18/1993 1/9/1991	8,706.00 9,848.00	Monthly Monthly	Full time Full time	40 40	Program Manager I Operations Superintendent	Clark County Clark County		WA WA	98642 98685	1 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary							1 1	LTD LTD
70 Active 71 Active	5/5/1961 4/20/1969	Female Male	6/8/1987 3/18/1991	35.17 50.85	Hourly	Full time Full time	40 42.12	GIS Technician III Deputy Sheriff	Clark County Clark County	Local 11 Deputy Sheriff Guild	WA WA	98685 98671	4	No No	25,000 25,000	25,000 25,000						\$10,000	2 N/A	LTD
72 Active	4/16/1970	Male	1/4/1993	58.92	Hourly	Full time	42.12	Sergeant	Clark County	Deputy Sheriff Guild	WA	98671	5	No	25,000	25,000						ψ10,000	N/A	
73 Active	8/25/1964	Female	6/1/1988	44.85	Hourly	Full time	40	Department Information Systems Coordinator II	-	Local 307	WA	98662	4	No	25,000	25,000							2	LTD
74 Active 75 Active	8/6/1957 3/24/1963	Male Female	11/4/1992 12/5/1988		Monthly Monthly	Full time Full time	40 40	Program & Grants Manager Program Manager II	CRESA Clark County		WA WA	98662 97212	1 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary							1 1	LTD LTD
76 Active 77 Active	6/9/1965 9/20/1963	Female	5/18/1987 10/24/1994	12,299.00	Monthly Hourly	Full time Full time	40 42.5	Deputy Prosecuting Attorney II Corrections Sergeant	Clark County Clark County Clark County	Corrections Deputy Guild	WA	97217 98611	1	No	1 X Salary 25,000	1 X Salary 25,000	\$100,000						1	LTD Buy-up LTD
78 Active	5/7/1966	Male	10/7/1991	12,299.00	Monthly	Full time	40	Dep. Director of Jail Administration	Clark County	Conections Deputy Gulla	WA	98662	4	No	1 X Salary	1 X Salary							1	LTD Buy-up
79 Active 80 Active	11/4/1966 2/17/1968	Male Female	5/1/1991 7/23/1990	38.56 6,635.00	Hourly Monthly	Full time Full time	40 40	Juvenile Probation Counselor Communications Specialist	Clark County Clark County		WA WA	98685 98684	2 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary							1 1	LTD LTD
81 Active 82 Active	11/25/1964 4/13/1967		4/25/1996 9/2/1986	52.57 36.84	Hourly Hourly	Full time Full time	42.5 40	Corrections Sergeant Probation Services Case Manager	Clark County Clark County	Corrections Deputy Guild Local 11	WA WA	98671 98629	4	No No	25,000 25,000	25,000 25,000							5	LTD LTD
83 Active	5/20/1968	Male	4/4/1994	12,836.00	Monthly	Full time	40	Chief Deputy Sheriff - Administrative	Clark County		WA	98682	1	No	1 X Salary	1 X Salary	\$300,000	\$300,000	\$200,000	\$200,000	2/1/1982	\$10,000	1	LTD Buy-up
84 Active 85 Active	3/9/1960 6/10/1962		2/17/1992 6/28/1993	43.95 52.57	Hourly Hourly	Full time Full time	42.5 42.5	Corrections Deputy Corrections Sergeant	Clark County Clark County	Corrections Deputy Guild Corrections Deputy Guild	WA WA	98642 98671	4	No No	25,000 25,000	25,000 25,000							5 5	LTD LTD Buy-up
86 Active 87 Active	2/2/1974 10/15/1965	Male Female	4/14/1997 2/1/1991	50.85 7,322.00	Hourly Monthly	Full time Full time	42.12 40	Deputy Sheriff Senior Buyer	Clark County Clark County	Deputy Sheriff Guild	WA WA	98607 98660	5 1	No No	25,000 1 X Salary	25,000 1 X Salary							N/A 1	LTD
								-							,	,								

00	Active	7/25/1962	Male	6/2/1986	40.05	1 In order	Full time	42.5	Ormation Dents	Olada Caunta	Ormations Deauty Ovild	WA	98671		Ne	05.000	25,000							5	1.70	
88 89	Active	7/14/1962	Male	11/22/1988	43.95 52.57	Hourly Hourly	Full time	42.5	Corrections Deputy Corrections Sergeant	Clark County Clark County	Corrections Deputy Guild Corrections Deputy Guild	WA	98663	4	No No	25,000 25,000	25,000							5	LTD LTD	
90	Active	12/24/1954	Male	6/19/1989	36.49	Hourly	Full time	40	Engineering Technician	Clark County	Local 17 Engineers	WA	98629	4	No	25,000	25,000							2	LTD	
91 92	Active Active	3/4/1958 6/2/1958	Male Female	4/14/1990 6/17/1985	8,286.00 26.65	Monthly Hourly	Full time Full time	40 40	Program Coordinator II Sheriffs Accounting Specialist II	Clark County Clark County	Sheriff Support's Guild	WA WA	98607 98664	1 4	No No	1 X Salary 25,000	1 X Salary 25,000						\$10,000	1 4	LTD LTD	
93	Active	5/19/1972	Male	1/3/1994	10,198.00	Monthly	Full time	40	Commander - Enforcement	Clark County	Sheriff's Administrators'															
94	Active	4/13/1961	Male	12/16/1991	43.95	Hourly	Full time	42.5	Corrections Deputy	Clark County	Assoc Corrections Deputy Guild	WA WA	98629 98648	2	No	1 X Salary 25,000	1 X Salary 25,000							2	LTD LTD	
95	Active	12/30/1968	Male	3/13/1995	38.56	Hourly	Full time	40	Juvenile Probation Counselor	Clark County	Concetions Deputy Culla	WA	98682	2	No	1 X Salary	1 X Salary							1	LTD	
96 97	Active	9/22/1956	Male	12/1/1989	11,717.00	Monthly	Full time	40	Director Community Planning	Clark County	Ormantiana Danuta Quild	WA	98683	1	No	1 X Salary	1 X Salary	\$450.000	\$450.000					1	LTD	
97	Active Active	5/19/1964 7/18/1964	Male Male	9/1/1988 4/2/1984	52.57 10,970.00	Hourly Monthly	Full time Full time	42.5 40	Corrections Sergeant Commander - Custody	Clark County Clark County	Corrections Deputy Guild Sheriff's Administrators'	WA	98685	4	No	25,000	25,000	\$150,000	\$150,000					э	LTD	
											Assoc	WA	98684	2	No	1 X Salary	1 X Salary			\$50,000	\$50,000	4/3/1964	\$10,000	2	LTD	
99 100	Active Active	11/28/1959 11/30/1968	Female Male	12/16/1996 6/28/1993	43.95 43.95	Hourly Hourly	Full time Full time	42.5 42.5	Corrections Deputy Corrections Deputy	Clark County Clark County	Corrections Deputy Guild Corrections Deputy Guild	WA WA	97223 98684	4	No No	25,000 25,000	25,000 25,000							5	LTD LTD	
100	Active	3/4/1963	Male	11/2/1992	43.95	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98607	4	No	25,000	25,000							5	LTD	
102	Active	1/29/1966	Female	3/18/1991	10,602.00	Monthly	Full time	40	Information Technology Manager I	Clark County		WA	98664	1	No	1 X Salary	1 X Salary		*=======					1	LTD	-
103 104	Active Active	9/10/1964 4/4/1960	Male Male	5/17/1993 2/14/1994	30.30 37.15	Hourly Hourly	Full time Full time	40 40	Offender Crew Chief Code Enforcement Officer	Clark County Clark County	Local 11 Local 307	WA WA	98601 97202	4	No No	25,000 25,000	25,000 25,000	\$500,000	\$500,000					2	LTD LTD	Buy-up
105	Active	10/13/1960	Female	2/22/1994	28.90	Hourly	Full time	40	Probation Services Specialist	Clark County	Local 11	WA	98684	4	No	25,000	25,000							2	LTD	
106 107	Active Active	5/20/1966 12/2/1961	Female Female	1/31/1994 11/16/1992	9,848.00 26.68	Monthly Hourly	Full time Full time	40 40	Program Manager II Sheriffs Support Specialist III	Clark County Clark County	Sheriff Support's Guild	WA WA	98671 98684	1	No No	1 X Salary 25,000	1 X Salary 25,000							1	LTD LTD	Buy-up
107	Active	2/3/1950	Female	3/28/1994	27.63	Hourly	Full time	40	Legal Secretary II	Clark County	Sherin Support's Guid	WA	98604	2	No	1 X Salary	1 X Salary							1	LTD	Duy-up
109	Active	4/22/1961	Female	5/23/1994	7,505.00	Monthly	Full time	40	Program Coordinator I	Clark County		WA	98665	1	No	1 X Salary	1 X Salary	<b>*</b> 4 4 4 4 4 4 4					***	1	LTD	
110 111	Active Active	6/6/1964 8/10/1970	Female Male	10/26/2002 8/29/1994	31.68 43.95	Hourly Hourly	Full time Full time	40 42.5	Payroll Analyst Corrections Deputy	Clark County Clark County	Corrections Deputy Guild	WA WA	98671 98684	4	No No	1 X Salary 25.000	1 X Salary 25,000	\$100,000					\$10,000	5	LTD LTD	Buy-up
112	Active	3/26/1960	Male	9/1/1994	40.87	Hourly	Full time	40	Code Enforcement Officer Lead	Clark County	Local 307	WA	98607	4	No	25,000	25,000							2	LTD	
113 114	Active Active	10/29/1970 11/1/1971	Male Female	11/18/1994 4/3/1995	28.90 8,286.00	Hourly Monthly	Full time Full time	40 40	Probation Services Specialist Building Plan Review Manager	Clark County Clark County	Local 11	WA WA	98671 98604	4	No No	25,000 1 X Salary	25,000 1 X Salary			\$20,000	\$20,000	3/26/1968	¢10.000	2	LTD LTD	
114	Active	6/28/1968	Female	3/27/1995	24.49	Hourly	Full time	40	Sheriffs Support Specialist II	Clark County	Sheriff Support's Guild	WA	98604	4	No	25,000	25,000			φ20,000	φ20,000	3/20/1900	\$10,000	4	LTD	
116	Active	6/29/1967	Female	2/7/1995	16,120.59	Monthly	Full time	40	District Court Judge	Clark County		WA	98663	1	No	1 X Salary	1 X Salary							1	LTD	
117 118	Active Active	7/29/1962 4/8/1960	Female Male	3/1/1995 2/21/1995	36.49 48.92	Hourly Hourly	Full time Full time	40 40	Engineering Technician Engineer III	Clark County Clark County	Local 17 Engineers	WA WA	98662 98671	4	No No	25,000 25,000	25,000 25,000	\$100,000	\$100,000	\$30,000		8/18/1960		2	LTD LTD	
119	Active	4/7/1967	Male	1/3/1995	48.92	Hourly	Full time	40	Engineer III	Clark County	Local 17 Engineers	WA	98642	4	No	25,000	25,000	\$200,000	\$200,000	\$100,000	\$100,000	10/1/1967		2	LTD	
120	Active	8/20/1968	Female Male	3/6/1995	30.07	Hourly	Full time	40	Program Assistant	Clark County	Sheriff Support's Guild	WA	98665 98611	4	No	25,000	25,000						\$10,000	4	LTD	
121 122	Active Active	8/19/1969 8/13/1971	Male	5/8/1995 12/19/1997	36.49 22.46	Hourly Hourly	Full time Full time	40 40	Engineering Technician Custodian	Clark County Clark County	Local 17 Engineers	WA WA	98604	4	No No	25,000 1 X Salary	25,000 1 X Salary							2	LTD LTD	
123	Active	1/14/1969	Male	7/22/1996	30.30	Hourly	Full time	40	Offender Crew Chief	Clark County	Local 11	WA	98601	4	No	25,000	25,000							2	LTD	Buy-up
124 125	Active Active	3/6/1961 1/1/1970	Female Male	5/22/1995 6/1/1995	28.49 51.32	Hourly Hourly	Full time Full time	40 40	Joint Lobby Specialist Senior Capital Project Manager III	Clark County Clark County	Local 11 Local 17 Engineers	WA WA	98629 98682	4	No No	25,000 25,000	25,000 25,000	\$50,000	\$50,000					2	LTD LTD	Buy-up Buy-up
125	Active	12/26/1961	Female	6/12/1995	36.84	Hourly	Full time	40	Probation Services Case Manager	Clark County	Local 11	WA	98674	4	No	25,000	25,000	\$200,000	\$200,000	\$100,000	\$100,000	1/3/1961		2	LTD	Buy-up
127	Active	9/6/1960	Male	7/10/1995	30.01	Hourly	Full time	40	Traffic Control Technician	Clark County	Local 307	WA	98604	4	No	25,000	25,000							2	LTD	
128 129	Active Active	7/9/1969 2/1/1971	Female Female	10/23/1995 10/16/1995	38.56 30.90	Hourly Hourly	Full time Full time	40 40	Juvenile Probation Counselor Legal Assistant	Clark County Clark County	Sheriff Support's Guild	WA WA	98686 98604	2	No No	1 X Salary 25,000	1 X Salary 25,000	\$100,000					\$10,000	1 4	LTD LTD	
130	Active	6/6/1972	Male	10/7/1995	30.30	Hourly	Full time	40	Offender Crew Chief	Clark County	Local 11	WA	98604	4	No	25,000	25,000							2	LTD	
131	Active	10/17/1969	Male Male	12/26/2000	9,147.00	Monthly	Full time	40	Air Quality Engineer II	SW Clean Air Agency	1 1 4 4 9 9	WA WA	98664 98604	1	No	1 X Salary	1 X Salary							1	LTD	
132 133	Active Active	6/18/1957 5/6/1967	Male	3/3/1997 3/1/1996	36.89 34.61	Hourly Hourly	Full time Full time	40 40	Service Writer Equipment Technician I	Clark County Clark County	Local 1432 Local 1432	WA	98682	4	No No	25,000 25,000	25,000 25,000							2	LTD LTD	
134	Active	3/24/1969	Female	3/18/1996	6,801.00	Monthly	Full time	40	Program Coordinator I	Clark County		WA	98663	1	No	1 X Salary	1 X Salary							1	LTD	
135 136	Active Active	4/24/1958 11/10/1956	Female Male	6/28/1999 1/4/2010	23.99 8.921.00	Hourly Monthly	Full time Full time	40 40	Court Assistant II Program Manager I	Clark County Clark County	Local 11	WA WA	98661 98661	4	No No	25,000 1 X Salary	25,000 1 X Salary							2	LTD LTD	
137	Active	4/26/1971	Male	4/1/2003	9,848.00	Monthly	Full time	40	IT Manager	Clark County		WA	98604	1	No	1 X Salary	1 X Salary							1	LTD	
138	Active	8/13/1971	Female	3/5/1996	34.80	Hourly	Full time	40 40	Communications System Specialist II	CRESA	1 1 225	WA WA	98604	2	No	1 X Salary	1 X Salary	\$100,000	\$100,000					1	LTD	
139 140	Active Active	3/22/1968 5/28/1976	Female Male	4/1/1996 4/2/1996	46.08 49.13	Hourly Hourly	Full time Full time	40	Public Health Nurse II Deputy Sheriff	Clark County Clark County	Local 335 Deputy Sheriff Guild	WA	98682 98606	5	No No	25,000 25,000	25,000 25,000							N/A	LTD	
141	Active	11/25/1967	Male	4/10/1996	36.84	Hourly	Full time	40	Probation Services Case Manager	Clark County	Local 11	WA	98686	4	No	25,000	25,000						\$10,000	2	LTD	
142 143	Active Active	12/27/1974 11/20/1961	Female Female	4/29/1997 7/15/1996	41.03 39.99	Hourly Hourly	Full time Full time	40 40	Dispatcher Real Property Appraiser IV-Lead	CRESA Clark County	CRESA Dispatcher Guild Local 17 Appraisers	WA WA	98674 98682	3	No No	1 X Salary 25,000	1 X Salary 25,000						\$10,000	3	LTD LTD	
144	Active	6/29/1963	Female	11/3/1997	43.95	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98604	4	No	25,000	25,000	\$100,000	\$100,000					5	LTD	
145 146	Active Active	12/22/1971 2/12/1967	Male Female	8/3/1998 9/1/1993	10,867.00 7,505.00	Monthly Monthly	Full time Full time	40 40	Program Manager III Program Coordinator II	Clark County Clark County		WA	98642 98664	1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary							1	LTD LTD	
140	Active	1/31/1967	Male	4/1/1994	36.51	Hourly	Full time	40	Juvenile Detention Leadworker	Clark County	Juvenile Detention Guild	WA	98686	4	No	25,000	25,000							6	LTD	Buy-up
148	Active	6/11/1960	Male	8/1/1993	36.51	Hourly	Full time	40	Juvenile Detention Leadworker	Clark County	Juvenile Detention Guild	WA	98629	4	No	25,000	25,000							6	LTD	Buy-up
149 150	Active Active	10/8/1961 10/19/1957	Female Male	4/1/1985 4/1/1999	38.56 7,934.00	Hourly Monthly	Full time Full time	40 40	Juvenile Probation Counselor	Clark County Clark County	IT Guild	WA WA	98604 98685	2	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary							1	LTD LTD	Buy-up
151	Active	1/9/1970	Female	9/5/2000	38.56	Hourly	Full time	40	Juvenile Probation Counselor	Clark County		WA	98682	2	No	1 X Salary	1 X Salary							1	LTD	
152 153	Active Active	12/30/1969 12/10/1966	Male Male	7/1/1996 6/9/2009	9,848.00 10,344.00	Monthly Monthly	Full time Full time	40 40	Program Manager II Administrative Services Manager III	Clark County Clark County		WA WA	98662 97035	1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary							1	LTD LTD	Buy-up
153	Active	2/7/1966	Female	1/7/2002	42.22	Hourly	Full time	40	Engineering Technician Senior	Clark County	Local 17 Engineers	WA	97206	4	No	25,000	25,000							2	LTD	
155	Active	6/14/1973	Female	4/25/1995	24.49	Hourly	Full time	40	Sheriffs Support Specialist II	Clark County	Sheriff Support's Guild	WA	98664	4	No	25,000	25,000							4	LTD	
156 157	Active Active	9/23/1966 10/7/1973	Female Female	10/1/1993 10/14/1996	6,161.00 7.505.00	Monthly Monthly	Full time Full time	40 40	Office Manager Program Coordinator I	Clark County Clark County		WA WA	98682 98604	1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$150,000	\$150,000				\$10,000 \$10,000	1	LTD LTD	
158	Active	4/13/1966	Female	9/9/1996	34.16	Hourly	Full time	40	Permit Technician, Lead	Clark County	Local 307	WA	98661	4	No	25,000	25,000						ψ10,000	2	LTD	
159	Active	9/19/1970	Female	9/4/1996	12,920.00	Monthly	Full time	40	Deputy Prosecuting Attorney Senior	Clark County	1 1007	WA WA	98683 98664	1	No	1 X Salary	1 X Salary							1	LTD	Buy-up
160 161	Active Active	2/20/1962 4/21/1958	Male Female	5/17/1999 3/20/2000	44.15 29.39	Hourly Hourly	Full time Full time	40 40	Building Inspector Leadworker Property Technician	Clark County Clark County	Local 307 Sheriff Support's Guild	WA	98660	4	No No	25,000 25,000	25,000 25,000							4	LTD	Buy-up
162	Active	11/8/1974	Female	10/21/1996	51.27	Hourly	Full time	40	Dispatch Supervisor	CRESA	CRESA Dispatcher Guild	WA	98682	3	No	1 X Salary	1 X Salary	\$100,000	\$100,000				\$10,000	3	LTD	Buy-up
163 164	Active Active	1/27/1959 1/1/1960	Female Female	5/9/1997 1/13/1997	8,513.00 29.70	Monthly Hourly	Full time Full time	40 40	IT Professional IV Judicial Assistant	Clark County Clark County	IT Guild	WA WA	98661 98642	1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary							2	LTD LTD	
165	Active	7/28/1968	Female	12/3/1997	6,149.50	Monthly	Part time	20	Deputy Prosecuting Attorney II	Clark County		WA	98664	1	No	1 X Salary	1 X Salary							1	LTD	
166	Active	3/3/1974	Male	4/2/1998	34.61	Hourly	Full time	40	Equipment Technician I	Clark County	Local 1432	WA	98671	4	No	25,000	25,000	\$200,000						2	LTD	
167 168	Active Active	9/30/1970 10/14/1965	Male Female	12/3/2002 11/8/1999	36.70 51.60	Hourly Hourly	Full time Part time	40 22.8	Highway Maintenance Crew Chief Law Librarian	Clark County Clark County	Local 307	WA WA	98629 97203	4	No No	25,000 1 X Salary	25,000 1 X Salary							2	LTD LTD	Buy-up
169	Active	8/25/1961	Male	4/29/1997	31.52	Hourly	Full time	40	Parks & Vegetation Specialist	Clark County	Local 307	WA	98663	4	No	25,000	25,000							2	LTD	Day-up
170	Active	6/4/1964	Male	1/15/1998	30.01	Hourly	Full time	40	Heavy Equipment Operator	Clark County	Local 307	WA	98601	4	No	25,000	25,000							2	LTD	
171 172	Active Active	3/29/1974 10/3/1962	Male Male	4/14/1997 1/16/2001	42.22 44.35	Hourly Hourly	Full time Full time	40 40	Traffic Signal Technician Senior Environmental Operations Specialist Senior	Clark County Clark County	Local 17 Engineers Local 17 Engineers	WA WA	98604 97223	4	No No	25,000 25,000	25,000 25,000							2	LTD LTD	
173	Active	5/22/1969	Female	3/3/1997	6,473.00	Monthly	Full time	40	Office Manager	Clark County		WA	98665	1	No	1 X Salary	1 X Salary							1	LTD	
174 175	Active	6/21/1970 2/5/1969	Male Male	5/1/1997 9/19/1997	9,848.00 32.04	Monthly	Full time Full time	40 40	Program Manager II	Clark County	Juvonilo Dotention Cuild	WA WA	98664 98685	1	No No	1 X Salary 25,000	1 X Salary 25,000							1	LTD LTD	Buy-up
175	Active Active	2/5/1969	Male	9/19/1997 9/27/1997	32.04 32.04	Hourly Hourly	Full time Full time	40 40	Juvenile Detention Officer Juvenile Detention Officer	Clark County Clark County	Juvenile Detention Guild Juvenile Detention Guild	WA	98685	4	No	25,000	25,000							6	LTD	Buy-up Buy-up
177	Active	11/19/1973	Female	4/5/2022	22.37	Hourly	Full time	40	Real Property Assistant	Clark County	Local 17 Engineers	WA	97217	4	No	25,000	25,000							2	LTD	
178	Active	9/27/1973	Female	2/2/1998	10,970.00	Monthly	Full time	40	Commander - Custody	Clark County	Sheriff's Administrators' Assoc	WA	98671	2	No	1 X Salary	1 X Salary							2	LTD	Buy-up
											, 10000		00071	-		Salary	Salary							-	2.0	20, up

179         Actin           180         Actin           181         Actin           182         Actin           183         Actin           184         Actin           185         Actin           186         Actin           187         Actin           188         Actin           199         Actin           191         Actin           193         Actin           194         Actin           195         Actin           196         Actin           197         Actin           198         Actin           198         Actin           199         Actin	re         2/11/1971           ve         2/11/1964           ve         11/2/1958           ve         9/5/1969           ve         3/27/1964           ve         12/14/1962           ve         12/27/1964           ve         12/27/1966           ve         12/27/1966           ve         12/27/1966           ve         12/27/1966           ve         9/27/1966           ve         1/1/1971           ve         4/17/1972           ve         5/29/1962           ve         9/28/1972           ve         12/27/1973           ve         5/24/1967           ve         12/27/1973           ve         5/24/1967           ve         12/27/1973           ve         5/24/1967           ve         1/2/29/1974 <th>Female Female Male Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female</th> <th>5/23/2005 4/29/1997 4/15/1997 7/6/1993 3/4/1998 3/4/1998 5/27/1997 12/17/2001 8/11/2003 12/10/1997 9/2/1997 9/2/1997 9/2/1997 2/19/1998 11/3/1997 2/19/1998 11/3/1997 2/19/1998</th> <th>9,848.00 41.03 8,286.00 9,872.00 36.84 36.84 32,77 29,18 41.03 8,492.00 26.47 39,86 9,374.00 43.95 11,717.00 6,473.00 28,90 26,19 34,61 40,66</th> <th>Monthly Hourly Monthly Hourly Hourly Hourly Hourly Hourly Monthly Hourly Monthly Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly</th> <th>Full time Full time</th> <th>40 40 40 40 40 40 40 40 40 40 40 40 40 4</th> <th>Program Manager II Dispatcher Financial Program Manager II IT Professional IV Probation Services Case Manager Diversion Counselor Planning Technician II Legal Specialist Legal Specialist Legal Specialist Dispatcher Program Manager Joint Lobby Specialist III Planner III Program Manager II Corrections Deputy Juvenile Court Serv Administrator Program Manager I Probation Services Specialist Legal Secretary I Equipment Technician I Department Information Systems Coordinator II</th> <th>Clark County CRESA Clark County Clark County</th> <th>CRESA Dispatcher Guild IT Guild Local 11 Local 307 Local 11 Local 11 CRESA Dispatcher Guild Local 11 Local 307 Corrections Deputy Guild Local 11 Local 11 Local 11 Local 1432 Local 1432 Local 335</th> <th>WA WA WA WA WA WA WA WA WA WA WA WA WA W</th> <th>98604 98671 98604 98664 98662 98666 98682 98685 98685 98685 98685 98685 98685 98665 98665 98665 98665 98665 98665</th> <th>3 1 4 4 4 3 1 4 4 1 4 4 1 1 4 4 4 4</th> <th>No No No No No No No No No No No No No N</th> <th>1 X Salary 1 X Salary 1 X Salary 1 X Salary 1 X Salary 25,000 25,000 25,000 25,000 1 X Salary 25,000 1 X Salary 25,000 1 X Salary 25,000</th> <th>1 X Salary 1 X Salary 1 X Salary 2 X Salary</th> <th>\$50,000 \$100,000 \$400,000 \$100,000 \$200,000</th> <th>\$400,000 \$100,000 \$200,000</th> <th>\$50,000 \$120,000 \$100,000 \$60,000</th> <th>\$50,000 \$100,000 \$60,000</th> <th>10/29/1962 1/27/1962 3/29/1969 4/26/1972</th> <th>\$10,000 \$10,000 \$10,000</th> <th>1 3 1 2 2 2 2 2 2 2 2 2 3 1 2 2 2 1 5 1 1 2 2 2 2 2 2 2 2 2 2 2 2</th> <th>LTD LTD LTD LTD LTD LTD LTD LTD LTD LTD</th> <th>Buy-up Buy-up</th>	Female Female Male Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female Female	5/23/2005 4/29/1997 4/15/1997 7/6/1993 3/4/1998 3/4/1998 5/27/1997 12/17/2001 8/11/2003 12/10/1997 9/2/1997 9/2/1997 9/2/1997 2/19/1998 11/3/1997 2/19/1998 11/3/1997 2/19/1998	9,848.00 41.03 8,286.00 9,872.00 36.84 36.84 32,77 29,18 41.03 8,492.00 26.47 39,86 9,374.00 43.95 11,717.00 6,473.00 28,90 26,19 34,61 40,66	Monthly Hourly Monthly Hourly Hourly Hourly Hourly Hourly Monthly Hourly Monthly Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly	Full time Full time	40 40 40 40 40 40 40 40 40 40 40 40 40 4	Program Manager II Dispatcher Financial Program Manager II IT Professional IV Probation Services Case Manager Diversion Counselor Planning Technician II Legal Specialist Legal Specialist Legal Specialist Dispatcher Program Manager Joint Lobby Specialist III Planner III Program Manager II Corrections Deputy Juvenile Court Serv Administrator Program Manager I Probation Services Specialist Legal Secretary I Equipment Technician I Department Information Systems Coordinator II	Clark County CRESA Clark County Clark County	CRESA Dispatcher Guild IT Guild Local 11 Local 307 Local 11 Local 11 CRESA Dispatcher Guild Local 11 Local 307 Corrections Deputy Guild Local 11 Local 11 Local 11 Local 1432 Local 1432 Local 335	WA WA WA WA WA WA WA WA WA WA WA WA WA W	98604 98671 98604 98664 98662 98666 98682 98685 98685 98685 98685 98685 98685 98665 98665 98665 98665 98665 98665	3 1 4 4 4 3 1 4 4 1 4 4 1 1 4 4 4 4	No No No No No No No No No No No No No N	1 X Salary 1 X Salary 1 X Salary 1 X Salary 1 X Salary 25,000 25,000 25,000 25,000 1 X Salary 25,000 1 X Salary 25,000 1 X Salary 25,000	1 X Salary 1 X Salary 1 X Salary 2 X Salary	\$50,000 \$100,000 \$400,000 \$100,000 \$200,000	\$400,000 \$100,000 \$200,000	\$50,000 \$120,000 \$100,000 \$60,000	\$50,000 \$100,000 \$60,000	10/29/1962 1/27/1962 3/29/1969 4/26/1972	\$10,000 \$10,000 \$10,000	1 3 1 2 2 2 2 2 2 2 2 2 3 1 2 2 2 1 5 1 1 2 2 2 2 2 2 2 2 2 2 2 2	LTD LTD LTD LTD LTD LTD LTD LTD LTD LTD	Buy-up Buy-up
200         Activ           201         Activ           202         Activ           203         Activ           204         Activ           205         Activ	ve 3/4/1961 ve 4/2/1963 ve 12/8/1962 ve 7/30/1967	Female Male Male Male Male Male	2/1/1999 4/6/1990 12/1/2000 8/17/1998 3/2/1998 2/2/1998	38.56 37.64 9.872.00 30.94 30.30 11,244.00	Hourly Hourly Monthly Hourly Hourly Monthly	Full time Full time Full time Full time Full time Full time	40 40 40 40 40 40	Juvenile Probation Counselor IT Professional I IT Professional IV Supply Officer Offender Crew Chief Commander - Enforcement	Clark County Clark County Clark County Clark County Clark County Clark County	IT Guild IT Guild Local 1432 Local 11 Sheriff's Administrators'	WA WA WA WA WA	98668 98682 98682 98665 98665 98685 98661	2 1 1 4 4	No No	25,000 1 X Salary 1 X Salary 1 X Salary 25,000 25,000	25,000 1 X Salary 1 X Salary 1 X Salary 25,000 25,000	\$50,000 \$250,000 \$100,000	\$50,000 \$250,000 \$100,000	\$30,000 \$50,000	\$30,000 \$50,000	6/15/1962 11/30/1959	\$10,000	2 1 2 2 2 2	LTD LTD LTD LTD LTD LTD LTD	Buy-up Buy-up
206         Acti           207         Acti           208         Acti           210         Acti           211         Acti           212         Acti           213         Acti           214         Acti           215         Acti           216         Acti           217         Acti	re         1/26/1968           re         8/3/1971           re         10/29/1970           re         5/30/1965           re         4/19/1962           re         7/10/1960           re         8/15/1969           re         11/29/1965           re         3/17/1979           re         6/18/1963	Female Female Male Male Female Female Male Male Female Male Female	2/18/1998 2/11/1998 5/4/1998 4/27/1998 8/7/2000 5/26/1998 5/10/1999 4/5/1999 6/22/1998 4/16/1999 6/24/1998	6,108.00 30.30 46.16 10,890.00 9,848.00 52.16 30.67 9,848.00 43.95 34.97 28.87 58.92	Monthly Hourly Monthly Monthly Hourly Monthly Hourly Hourly Hourly Hourly	Full time Full time	40 40 40 40 40 40 40 42.5 40 40 42.12	Air Quality Engineer I Probation Services Specialist Lead Planner III IT Professional V Engineering Services Manager I Fire Marshal Assistant Program Assistant Program Manager II Corrections Deputy Highway Maintenance Specialist Enforcement Serceant	SW Clean Air Agency Clark County Clark County	Assoc Local 11 Local 307 IT Guild Local 307 Local 307 Corrections Deputy Guild Local 307 Deputy Sheriff Guild	WA WA WA WA WA WA WA WA WA WA WA	98684 97209 98682 97202 98660 98675 98674 98662 98664 98666 98629 98685 98604	1 4 1 1 4 4 1 4 4 4 4	No No No No No No	1 X Salary 1 X Salary 25,000 25,000 1 X Salary 1 X Salary 25,000 1 X Salary 25,000 25,000 25,000 25,000 25,000	1 X Salary 1 X Salary 25,000 25,000 1 X Salary 25,000 25,000 1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000	\$250,000	\$250,000				\$10,000 \$5,000	2 1 2 2 1 2 1 5 2 2 1 5 2 2 N/A	LTD LTD LTD LTD LTD LTD LTD LTD LTD LTD	Buy-up Buy-up
218         Actin           219         Actin           220         Actin           221         Actin           222         Actin           223         Actin           223         Actin           224         Actin	re         7/8/1976           ve         7/17/1959           ve         11/1/1972           ve         10/2/1963           ve         7/15/1976           ve         11/11/1963           ve         1/16/1963	Male Female Female Female Male Female Male	7/6/1998 7/6/1998 9/14/1998 10/4/1999 2/16/1999 10/14/1998 1/25/1999	49.13 24.49 7,505.00 28.49 28.74 8,286.00 28.90 11,244.00	Hourly Hourly Monthly Hourly Monthly Hourly Monthly	Full time Full time Full time Full time Full time Full time Full time	42.12 40 40 40 40 40 40 40 40 40	Deputy Sheriff Sheriff Support Specialist II Program Coordinator I Administrative Assistant Juvenile Services Associate Program Coordinator II Probation Services Specialist Commander Enforcement	Clark County Clark County Clark County Clark County Clark County Clark County Clark County	Deputy Sheriff Guild Sheriff Support's Guild Local 307 Local 11 Sheriff's Administrators'	WA WA WA WA WA WA	98629 97030 98662 98606 98661 98661 98663	5 4 1 4 2 1	No No No No No No	25,000 25,000 1 X Salary 25,000 1 X Salary 1 X Salary 25,000	25,000 25,000 1 X Salary 25,000 1 X Salary 1 X Salary 25,000						\$10,000 \$10,000	N/A 4 1 2 1 1 2	LTD LTD LTD LTD LTD LTD	Buy-up Buy-up
225         Activ           226         Activ           227         Activ           228         Activ           230         Activ           231         Activ           232         Activ           233         Activ           234         Activ           235         Activ           236         Activ	re 1/23/1968 re 5/5/1968 re 2/9/1965 re 5/14/1965 re 5/14/1971 re 9/13/1979 re 8/13/1979 re 8/13/1964 re 12/28/1964 re 6/20/1965	Male Female Female Male Male Male Male Male Female Male	8/24/1998 4/16/2002 11/1/1999 2/17/2010 5/24/1999 11/6/2000 7/1/1999 7/6/1999 10/12/1998 9/13/1999	28.87 24.49 35.17 28.87 30.01 8.706.00 28.87 36.70 49.13 26.88 43.95	Hourly Hourly Hourly Hourly Hourly Monthly Hourly Hourly Hourly Hourly	Full time Full time	40 40 40 40 40 40 40 40 40 40 40 42.12 40 42.5	Grounds Maintenance Specialist Sherffs Support Specialist II Land Records Technician Lead Highway Maintenance Specialist Heavy Equipment Operator Operations Superintendent Highway Maintenance Crew Chief Deputy Sheriff Public Records Specialist Corrections Deputy	Clark County Clark County CRESA Clark County	Assoc Assoc Local 307 Sheriff Support's Guild Local 307 Local 307 Local 307 Local 307 Deputy Sheriff Guild Corrections Deputy Guild	WA WA WA WA WA WA WA WA WA WA	98629 98671 98604 98660 98682 98682 98682 98662 98660 98675 98661 98666 98660	4 4 4 1 4 5 2	No No No No No No No No No	1 X Salary 25,000 25,000 25,000 25,000 1 X Salary 25,000 25,000 25,000 1 X Salary 25,000	1 X Salary 25,000 25,000 25,000 25,000 1 X Salary 25,000 25,000 25,000 1 X Salary 25,000	\$20,000 \$100,000 \$100,000 \$100,000	\$100,000 \$100,000 \$100,000	\$50,000	\$50,000	7/22/1973	\$10,000	2 4 2 2 1 2 2 N/A 1 5	LTD LTD LTD LTD LTD LTD LTD LTD LTD LTD	Buy-up Buy-up
237 Actin 238 Actin 239 Actin 240 Actin 241 Actin 242 Actin 243 Actin	ve 10/8/1965 ve 6/25/1958 ve 1/27/1956 ve 9/8/1969 ve 9/25/1955 ve 12/1/1971 ve 2/24/1965	Male Female Male Male Male Male Male	2/8/1999 7/13/1999 1/1/1999 4/5/1999 3/1/1999 1/11/1999 4/5/1999 7/1/2001	43.95 29.18 11,560.09 52.57 7,934.00 11,706.00 43.95 28.74	Hourly Hourly Monthly Hourly Monthly Monthly Hourly	Full time Full time Full time Full time Full time Full time Full time	42.5 40 40 42.5 40 40 40 42.5 40	Corrections Deputy Administrative Assistant County Auditor Corrections Sergeant IT Professional III Deputy Prosecuting Attorney II Corrections Deputy	Clark County Clark County Clark County Clark County Clark County Clark County Clark County	Corrections Deputy Guild Local 11 Corrections Deputy Guild IT Guild Corrections Deputy Guild	WA WA WA WA WA WA	98682 98662 98665 97056 98685 97229 98682 98682	4 4 1 4 1 1 4	No No No No No No No	25,000 25,000 1 X Salary 25,000 1 X Salary 1 X Salary 25,000 1 X Salary	25,000 25,000 1 X Salary 25,000 1 X Salary 1 X Salary 25,000 1 X Salary	\$400,000	\$400,000	\$10,000		7/23/1956	\$10,000	5 2 1 5 2 1 5 2 1 5	LTD LTD LTD LTD LTD LTD LTD LTD LTD	Виу-ир Виу-ир
245 Actin 246 Actin 247 Actin 248 Actin 249 Actin 250 Actin 251 Actin	ve 5/12/1964 ve 11/13/1974 ve 7/4/1974 ve 8/20/1955 ve 12/12/1968 ve 2/9/1972 ve 10/24/1969	Female Female Female Female Female Female Male Female Male	4/1/1999 3/15/1999 9/28/2004 11/29/1999 5/10/1999 3/15/1999 7/6/1999	26.74 30.67 8,492.00 30.40 33.20 26.68 10,133.00 43.95 30.01	Hourly Hourly Monthly Hourly Hourly Monthly Hourly	Full time Full time Full time Full time Full time Full time Full time Full time Full time	40 40 40 40 40 40 40 42.5 40	Juvenile Services Associate Legal Assistant Prosecuting Attorneys Administrator Judicial Assistant (Superior Court) Sheriff's Support Specialist Supervisor Sheriff's Support Specialist III Communications System Spc III Communications System Spc III Corrections Deputy Torffic Octavia Lachacian	Clark County Clark County Clark County Clark County Clark County Clark County CRESA Clark County Clark County	Local 11 Sheriff Support's Guild Sheriff Support's Guild Corrections Deputy Guild	WA WA WA WA WA WA	98685 98665 98664 98666 98642 98604 98661 98660	4 1 2 4 4 1	No No No No No No No	25,000 1 X Salary 1 X Salary 25,000 25,000 1 X Salary 25,000 25,000	25,000 1 X Salary 1 X Salary 25,000 25,000 1 X Salary 25,000	\$100,000 \$100,000 \$240,000	\$400,000 \$100,000 \$240,000	\$100,000		10/10/1971	\$10,000	2 1 1 4 4 1 5 2	LTD LTD LTD LTD LTD LTD LTD LTD LTD	Buy-up
252 Acti 253 Acti 254 Acti 255 Acti 256 Acti 257 Acti 258 Acti	ve 3/24/1964 ve 7/3/1970 ve 9/25/1963 ve 9/25/1967 ve 7/10/1958	Female Male Female Male Female Female	2/17/2000 9/1/1999 8/9/1999 8/16/2000 7/6/1999 6/14/1999 11/29/1999	30.01 28.90 43.95 23.99 10,447.00 6,801.00 7,322.00	Hourly Hourly Hourly Monthly Monthly Monthly	Full time Full time Full time Full time Full time Full time Full time	40 40 42.5 40 40 40	Traffic Control Technician Probation Services Specialist Corrections Deputy Office Assistant II Commander - Corrections Office Manager Management Analyst Senior	Clark County Clark County Clark County Clark County Clark County Clark County Clark County Clark County	Local 307 Local 11 Corrections Deputy Guild Local 307 Sheriff's Administrators' Assoc	WA WA WA WA WA	98682 98682 98685 98685 98682 98682 98686	4 4 4 2 1	No No No No	25,000 25,000 25,000 25,000 1 X Salary 1 X Salary 1 X Salary	25,000 25,000 25,000 25,000 1 X Salary 1 X Salary 1 X Salary	\$100,000					\$10,000	2 2 5 2 2 1 1	LTD LTD LTD LTD LTD LTD LTD LTD	Buy-up Buy-up
259         Acth           260         Acth           261         Acth           262         Acth           263         Acth           264         Acth           265         Acth           266         Acth           266         Acth           266         Acth           267         Acth           268         Acth	re 11/17/1969 re 5/23/1977 re 10/12/1967 re 1/6/1973 re 1/14/1965 re 3/31/1970 re 8/15/1978 re 12/20/1966 re 5/1/1972	Female Male Male Male Male Male Male Male M	10/4/1999 2/14/2000 8/9/1999 7/22/2011 8/9/1999 9/13/1999 7/6/2006 2/14/2000 1/24/2000 8/9/1999	25.06 49.13 43.95 58.92 43.95 43.95 49.13 43.95 49.13 43.95 50.85 50.85 52.57	Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly	Full time Full time Full time Full time Full time Full time Full time Full time Full time Full time	40 42.12 42.5 42.12 42.5 42.5 42.5 42.12 42.5 42.12 42.5	Legal Secretary I Deputy Sheriff Corrections Deputy Sergeant Corrections Deputy Corrections Deputy Deputy Sheriff Corrections Deputy Deputy Sheriff Corrections Sergeant	Clark County Clark County	Deputy Sheriff Guild Corrections Deputy Guild Deputy Sheriff Guild Corrections Deputy Guild Corrections Deputy Guild Deputy Sheriff Guild Corrections Deputy Guild Deputy Sheriff Guild	WA WA WA WA WA WA WA WA	98661 98629 98665 98685 98684 98607 98604 98591 98665 98686	2 5 4 5 4 5 4 5 4 5		1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000	1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000	\$200,000 \$100,000	\$200,000 \$100,000	\$100,000	\$100,000	8/21/1969	\$10,000	1 N/A 5 N/A 5 N/A 5 N/A 5 N/A 5	LTD LTD LTD LTD LTD LTD LTD	Buy-up

269 270 271	Active Active Active	5/17/1971 10/29/1971 6/24/1972	Male Male Male	11/21/2003 3/20/2000 2/1/2000	38.59 50.85 32.04	Hourly Hourly Hourly	Full time Full time Full time	40 42.12 40	Facilities Maintenance Specialist Deputy Sheriff Juvenile Detention Officer	Clark County Clark County Clark County	Deputy Sheriff Guild Juvenile Detention Guild	WA WA WA	98606 98629 98662	2 5 4	No No No	1 X Salary 25,000 25,000	1 X Salary 25,000 25,000			\$20,000	\$20,000	5/20/1959		1 N/A 6	LTD LTD	Buy-up Buy-up
272 273 274 275 276 277 278 279 280	Active Active Active Active Active Active Active Active	11/8/1968 10/27/1976 7/16/1967 12/29/1958 11/26/1967 7/10/1963 8/12/1964 6/17/1957 11/23/1959	Female Male Male Female Female Female Female Male Male	8/1/2000 3/20/2000 10/2/2000 11/8/1999 6/26/2000 3/20/2000 9/5/2000 4/2/2001 10/4/1999	58.92 56.93 50.85 29.18 52.57 24.49 29.18 30.30 7,934.00	Hourly Hourly Hourly Hourly Hourly Hourly Hourly Monthly	Full time Full time Full time Full time Full time Full time Full time Full time	42.12 42.12 40 42.5 40 40 40 40 40	Sergeant Sergeant Deputy Sheriff Court Assistant Senior Corrections Sergeant Sheriffs Support Specialist II Program Assistant Offender Crew Chief IT Professional III	Clark County Clark County Clark County Clark County Clark County Clark County Clark County Clark County	Deputy Sheriff Guild Deputy Sheriff Guild Local 11 Corrections Deputy Guild Sheriff Support's Guild Local 11 Local 11 IT Guild	WA WA WA WA WA WA	98664 98604 98684 98660 98604 98684 98682 98671 98682	5 5 4 4 4 4 4 4	No No No No No No No	25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 1 X Salary	25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 1 X Salary	\$300,000	\$300,000	\$150,000	\$150,000	4/1/1980	\$10,000	N/A N/A 2 5 4 2 2	LTD LTD LTD LTD LTD LTD LTD	
281 282 283 284 285 286 287 288 288 289 290	Active Active Active Active Active Active Active Active Active Active	8/30/1975 5/26/1973 8/29/1978 9/17/1962 11/25/1965 2/11/1961 8/3/1975 7/28/1971 2/23/1977 9/9/1966	Female Male Female Female Female Female Not declared Male Male Female	4/17/2000 1/3/2000 6/16/2004 1/18/2000 7/1/2002 4/20/2000 11/7/2000 5/1/2000 8/27/2001 1/9/2017	46.79 10,890.00 29.04 30.40 28.87 33.59 30.01 36.89 35.81 9,848.00	Hourly Monthly Hourly Hourly Hourly Hourly Hourly Hourly Monthly	Full time Full time Full time Full time Full time Full time Full time Full time Full time	42.12 40 40 40 40 40 40 40 40 40 40 40	Deputy Sheriff IT Professional V Administrative Assistant Judicial Assistant (Superior Court) Grounds Maintenance Specialist 911 Call-Taker Heavy Equipment Operator Equipment Technician II/Ldwkr Highway Maintence Crew Chief Program Manager III	Clark County Clark County Clark County Clark County Clark County Clark County CRESA Clark County Clark County Clark County Clark County Clark County Clark County	Deputy Sheriff Guild IT Guild Local 307 CRESA Dispatcher Guild Local 307 Local 1432 Local 307	WA WA WA WA WA WA WA WA	98604 98661 98662 97009 98665 98632 98682 98682 98674 98629 98683	5 1 2 2 4 3 4 4 4 4 1	No No No No No No No	1 X Salary 25,000 1 X Salary 1 X Salary 1 X Salary 25,000 1 X Salary 25,000 25,000 1 X Salary	25,000 1 X Salary 1 X Salary 1 X Salary 25,000 1 X Salary 25,000 25,000 25,000 1 X Salary			\$20,000		3/10/1976	\$10,000	N/A 2 1 1 2 3 2 2 2 1	LTD LTD LTD LTD LTD LTD LTD LTD LTD	Buy-up Buy-up
291 292 293 294 295 296	Active Active Active Active Active Active	8/24/1969 10/9/1968 6/1/1961 6/7/1958 11/21/1974 1/20/1972	Male Male Male Female Female	8/6/2001 3/13/2000 4/10/2000 4/3/2000 4/16/2001 10/2/2000	44.85 31.84 36.68 44.35 40.66 29.39	Hourly Hourly Hourly Hourly Hourly Hourly	Full time Full time Full time Full time Full time Full time	40 40 40 40 40 40	Department Information Systems Coordinator II Land Records Technician II Weatherization Specialist II Environmental Operations Specialist Senior Probation Services Case Manager Lead Property Technician	Clark County Clark County Clark County Clark County Clark County Clark County	Local 307 Local 11 Local 17 Engineers Local 11 Sheriff Support's Guild	WA WA WA WA WA	98606 98682 98675 97210 98685 98682	4 4 2 4 4 4	No No No No No	25,000 25,000 1 X Salary 25,000 25,000 25,000	25,000 25,000 1 X Salary 25,000 25,000 25,000	\$100,000					\$10,000	2 2 1 2 2 4	LTD LTD LTD LTD LTD LTD	
297 298 299 300 301 302 303	Active Active Active Active Active Active Active	7/30/1970 2/11/1978 1/1/1958 9/22/1974 4/28/1967 5/12/1973 12/2/1970	Male Female Male Female Male Male Male	4/10/2000 3/20/2000 6/19/2000 5/15/2000 3/20/2000 1/22/2002 8/20/2001	34.61 25.06 37.83 42.87 16,930.75 52.57 9,606.00	Hourly Hourly Hourly Hourly Monthly Hourly Monthly	Full time Full time Full time Full time Full time Full time Full time	40 40 40 40 40 42.5 40	Equipment Technician I Lecal Secretary I Facilities Maintenance Specialist Dispatch Lead County Prosecuting Attorney Corrections Sergeant Principal Planner	Clark County Clark County Clark County CRESA Clark County Clark County Regional Transportation	Local 1432 CRESA Dispatcher Guild Corrections Deputy Guild	WA WA WA WA WA	98671 98629 98674 98606 98604 98683	4 2 3 1 4	No No No No No	25,000 1 X Salary 1 X Salary 1 X Salary 1 X Salary 25,000	25,000 1 X Salary 1 X Salary 1 X Salary 1 X Salary 25,000	\$100,000 \$300,000	\$100,000 \$300,000	\$20,000 \$150,000	\$150,000	3/31/1979 9/24/1975	\$10,000 \$10,000	2 1 3 1 5	LTD LTD LTD LTD LTD LTD	
304 305 306 307 308 309	Active Active Active Active Active Active	3/14/1972 2/1/1968 9/13/1974 6/26/1959 9/12/1955 7/24/1966	Male Female Female Male Male Male	5/1/2000 3/18/2002 4/23/2001 9/5/2000 9/5/2000 7/10/2000	10,768.00 26.47 29.18 30.30 37.83 46.16	Monthly Hourly Hourly Hourly Hourly Hourly	Full time Full time Full time Full time Full time Full time	40 40 40 40 40 40	Chief Engineer Legal Assistant Legal Specialist Offender Crew Chief Facilities Maintenance Specialist Planner III	SW Clean Air Agency Clark County Clark County Clark County Clark County Clark County	Local 11 Local 11 Local 11 Local 307	WA WA WA WA WA WA	98685 98674 98604 98642 98662 98682 98682 98660	1 4 4 4 2 4	No No No No No No	1 X Salary 1 X Salary 25,000 25,000 25,000 1 X Salary 25,000	1 X Salary 1 X Salary 25,000 25,000 25,000 1 X Salary 25,000	\$200,000 \$30,000	\$200,000	\$200,000	\$200,000	12/14/1969		1 2 2 2 1 2	LTD LTD LTD LTD LTD LTD LTD LTD	Buy-up Buy-up
310 311 312 313 314 315 316	Active Active Active Active Active Active Active	12/13/1968 8/21/1979 4/12/1981 8/22/1962 10/13/1971 7/24/1974 1/15/1970	Male Female Male Female Male Female Male	9/23/2002 4/2/2001 8/28/2000 9/27/2000 9/11/2001 4/3/2001 12/4/2000	12,299.00 29.18 12,836.00 46.08 8,921.00 40.83 9.872.00	Monthly Hourly Monthly Hourly Monthly Hourly Monthly	Full time Full time Full time Full time Full time Full time Full time	40 40 40 40 40 40 40	Deputy Prosecuting Attorney Senior Court Assistant Senior Chief Deputy Sheriff - Criminal Public Health Nurse II Operations Superintendent Dispatcher IT Professional IV	Clark County Clark County Clark County Clark County Clark County CRESA Clark County	Local 11 Local 335 CRESA Dispatcher Guild IT Guild	WA WA WA WA WA WA	98674 98671 98604 98661 98604 98685 98685	1 4 1 4 1 3 1	No No No No No	1 X Salary 25,000 1 X Salary 25,000 1 X Salary 1 X Salary 1 X Salary	1 X Salary 25,000 1 X Salary 25,000 1 X Salary 1 X Salary 1 X Salary	\$300,000 \$200,000	\$300,000	\$150,000	\$150,000	10/30/1973	\$10,000 \$10,000 \$10,000	1 2 1 2 1 3 2	LTD LTD LTD LTD LTD LTD LTD LTD	
317 318 319 320 321	Active Active Active Active Active	9/26/1965 9/3/1965 5/25/1960 4/9/1967 7/11/1959	Female Female Male Female Female	2/24/2003 3/18/2003 3/17/2008 1/22/2001 5/21/2001	52.05 6,012.00 13,920.00 25.19 36.28	Hourly Monthly Monthly Hourly Hourly	Full time Full time Full time Full time Full time	42.5 40 40 40 40 40	Corrections Sergeant Staff Assistant Undersheriff Legal Secretary I Real Property Appraiser III	Clark County Regional Transportation Clark County Clark County Clark County	Corrections Deputy Guild	WA WA WA WA	98685 98629 98685 98632 98683	4 1 1 4 4	No No No No No	25,000 1 X Salary 1 X Salary 25,000 25,000	25,000 1 X Salary 1 X Salary 25,000 25,000	\$50,000 \$200,000	\$200,000	\$10,000	\$10,000	5/29/1961		5 1 1 2 2	LTD LTD LTD LTD LTD LTD	Buy-up Buy-up Buy-up Buy-up
322 323 324 325 326 327 328 329	Active Active Active Active Active Active Active Active	8/21/1965 10/8/1964 8/23/1958 11/13/1970 3/23/1966 4/17/1969 8/29/1973 3/6/1959	Female Female Female Female Male Female Male Female	11/13/2000 2/2/2004 9/17/2003 1/2/2002 8/7/2006 2/26/2001 5/23/2001 2/20/2001	9,144.00 10,344.00 29.70 30.40 49.13 32.02 34.04 26.47	Monthly Monthly Hourly Hourly Hourly Hourly Hourly	Full time Full time Full time Full time Full time Full time Full time Full time	40 40 40 42.12 40 40 40	EPR Program Manager II Administrative Services Manager III Judicial Assistant Judicial Assistant (Superior Court) Deputy Sheriff Clerk to the Board Food Services Coordinator Court Assistant III	Clark County Clark County Clark County Clark County Clark County Clark County Clark County Clark County	Deputy Sheriff Guild Sheriff Support's Guild Local 11	WA WA WA WA WA WA	98674 98629 98662 98685 98671 98662 98671 98682	1 2 2 5 2 4 4	No No No No No No	1 X Salary 1 X Salary 1 X Salary 1 X Salary 25,000 1 X Salary 25,000 25,000	1 X Salary 1 X Salary 1 X Salary 1 X Salary 25,000 1 X Salary 25,000 25,000	\$100,000 \$100,000 \$300,000	\$100,000				\$10,000 \$10,000	1 1 1 N/A 1 4 2	LTD LTD LTD LTD LTD LTD LTD	Buy-up Buy-up
330 331 332 333 334 335 336	Active Active Active Active Active Active Active	5/19/1978 9/1/1981 12/20/1973 12/21/1975 1/12/1974 9/28/1971 9/27/1968	Male Female Male Female Male Male Female	4/2/2001 11/5/2003 7/6/2001 4/8/2002 1/22/2002 11/25/2003 7/7/2003	8,706.00 29.92 40.83 26.47 11,706.00 7,693.00 43.51	Monthly Hourly Hourly Hourly Monthly Monthly Hourly	Full time Full time Full time Full time Full time Full time Full time	40 40 40 40 40 40 40 40 42,5	Management Analyst Senior Office Supervisor Dispatcher Office Assistant III Dep. Director of Jail Operations Facilities Management Crew Supervisor Corrections Deputy	Clark County Clark County CRESA Clark County Clark County Clark County Clark County Clark County	Local 11 CRESA Dispatcher Guild Local 11 Corrections Deputy Guild	WA WA WA WA WA WA	98683 98686 98604 98668 97056 98663 98663	1 4 3 4 1 1 4	No No No No No No	1 X Salary 25,000 1 X Salary 25,000 1 X Salary 1 X Salary 25,000	1 X Salary 25,000 1 X Salary 25,000 1 X Salary 1 X Salary 25,000	\$180,000 \$100,000 \$100,000	\$100,000	\$200,000		10/14/1977	\$10,000	1 2 3 2 1 1 5	LTD LTD LTD LTD LTD LTD LTD LTD	Buy-up
337 338 339 340 341 342 343	Active Active Active Active Active Active Active	11/30/1979 12/19/1966 9/22/1963 2/7/1974 3/13/1960 10/8/1975 5/23/1974	Male Male Male Male Male Male Female	10/21/2003 7/23/2001 8/13/2001 4/22/2002 10/8/2001 2/1/2003 7/1/2002	43.95 41.67 40.46 8,492.00 35.17 7,884.00 9,848.00	Hourly Hourly Hourly Monthly Hourly Monthly Monthly	Full time Full time Full time Full time Full time Full time Full time	42.5 40 40 40 40 40 40 40	Corrections Deputy Prosecuting Attorneys Investigator Facilities Maintenance Specialist Lead GIS Analvst GIS Technician III Juvenile Services Program Coordinator II Records Manager -Prog Mar II	Clark County Clark County Clark County Clark County Clark County Clark County Clark County	Corrections Deputy Guild	WA WA WA WA WA WA	97017 98671 98604 98685 97217 98660 98625	4 2 1 4 1	No No No No No No	25,000 1 X Salary 1 X Salary 1 X Salary 25,000 1 X Salary 1 X Salary	25,000 1 X Salary 1 X Salary 1 X Salary 25,000 1 X Salary 1 X Salary	\$100,000	\$100,000					5 1 1 1 2 1 1	LTD LTD LTD LTD LTD LTD LTD LTD	Buy-up Buy-up
344 345 346 347 348 349 350	Active Active Active Active Active Active Active	3/9/1965 6/8/1964 3/5/1977 4/16/1966 8/14/1978 8/9/1980 8/24/1964	Female Female Male Female Male Female Female	9/24/2001 9/17/2001 9/9/2002 7/2/2001 1/22/2002 6/8/2011 9/15/2003	28.74 9,144.00 43.95 26.47 43.95 26.65 7,145.00	Hourly Monthly Hourly Hourly Hourly Hourly Monthly	Full time Full time Full time Full time Full time Part time Full time	40 40 42.5 40 42.5 20 40	Family Assistance Specialist Program Manager II Corrections Deputy Office Assistant III Corrections Deputy Sheriff's Accounting Specialist II Management Analyst Senior	Clark County Clark County Clark County Clark County Clark County Clark County Clark County	Corrections Deputy Guild Local 11 Corrections Deputy Guild Sheriff Support's Guild	WA WA WA WA WA WA	98604 98664 97068 98684 97056 98685 98664	2 1 4 4 4 4 1	No No No No No	1 X Salary 1 X Salary 25,000 25,000 25,000 25,000 1 X Salary	1 X Salary 1 X Salary 25,000 25,000 25,000 25,000 1 X Salary	\$100,000 \$50,000	\$100,000	\$20,000 \$20,000	\$20,000	10/25/1980 1/4/1963	\$10,000	1 5 2 5 4	LTD LTD LTD LTD LTD LTD LTD LTD	Buy-up Buy-up Buy-up
351 352 353 354 355 356	Active Active Active Active Active Active	12/4/1974 1/22/1970 7/7/1963 6/15/1974 3/5/1973 7/17/1969	Female Male Male Female Female Female	12/27/2001 8/20/2001 11/9/2001 5/19/2003 10/15/2001 12/3/2001	51.02 40.48 9,144.00 38.56 31.68 29.18	Hourly Hourly Monthly Hourly Hourly Hourly	Full time Full time Full time Full time Full time Full time	40 40 40 40 40 40	Dispatch Supervisor Air Quality Specialist II GIS Analyst Juvenile Probation Counselor Payroll Analyst Legal Specialist	CRESA SW Clean Air Agency Clark County Clark County Clark County Clark County	CRESA Dispatcher Guild	WA WA WA WA WA	98607 98685 98661 97222 98662 98662	3 1 1 2 2 4	No No No No No	1 X Salary 1 X Salary 1 X Salary 1 X Salary 1 X Salary 25,000	1 X Salary 1 X Salary 1 X Salary 1 X Salary 1 X Salary 25,000	\$30,000		+,000			\$10,000 \$10,000	3 1 1 1 1 2	LTD LTD LTD LTD LTD LTD	, -*
357 358 359	Active Active Active	9/25/1953 9/30/1978 2/24/1972	Male Female Male	10/10/2002 11/14/2001 4/22/2002	32.04 38.56 43.95	Hourly Hourly Hourly	Full time Full time Full time	40 40 42.5	Juvenile Detention Officer Juvenile Probation Counselor Corrections Deputy	Clark County Clark County Clark County	Juvenile Detention Guild Corrections Deputy Guild	WA WA WA	98685 98607 98606	4 2 4	No No No	25,000 1 X Salary 25,000	25,000 1 X Salary 25,000							6 1 5	LTD LTD LTD	

360	Active	7/29/1968	Male	2/25/2002	10,867.00	Monthly	Full time	40	Traffic Engineering Manager	Clark County		WA	98685			1 X Salary	1 X Salary							1 LT	D	
361 362	Active Active	7/4/1978 5/17/1967	Male Male	6/3/2002 4/10/2002	56.93 12.934.00	Hourly Monthly	Full time Full time	42.12 40	Sergeant Director Public Works	Clark County Clark County	Deputy Sheriff Guild	WA WA	98607 98684	-	No No 1	25,000 1 X Salary	25,000 1 X Salary	\$400,000	\$400,000	\$300,000	\$300,000	10/18/1977	\$10,000	N/A 1 LT	D	
363	Active	8/22/1977	Female	11/17/2002	40.02	Hourly	Full time	40	Environmental Health Specialist II	Clark County	Local 335	WA	98629		No	25,000	25,000						\$10,000	2 LT		
364	Active	5/10/1961	Female	4/7/2003	8,706.00	Monthly	Full time	40	Program Manager II	Clark County		WA	98642	1	No 1	1 X Salary	1 X Salary	\$10,000						1 LT	D	Buy-up
365	Active	3/9/1961	Male	6/3/2002	43.95	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98683		No	25,000	25,000							5 LT		
366	Active	5/13/1971	Male	6/17/2002	43.95	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98665		No	25,000	25,000							5 LT		
367 368	Active Active	3/25/1970 12/25/1958	Male Male	6/1/2004 4/1/2003	39.86 15.74	Hourly Hourly	Full time Part time	40 20	Planner III Office Aide	Clark County Clark County	Local 307 Local 307	WA WA	98674 98664		No No	25,000 25,000	25,000 25,000							2 LT 2 LT		
369	Active	6/27/1977	Female	6/25/2002	8,286.00	Monthly	Full time	40	Management Analyst	Clark County	Eddal 307	WA	98686			1 X Salary	1 X Salary							1 LT		
370	Active	7/16/1968	Female	2/25/2002	7,505.00	Monthly	Full time	40	Program Coordinator I	Clark County		WA	98607	1		1 X Salary	1 X Salary							1 LT		Buy-up
371	Active	12/22/1972	Female	3/6/2003	6,971.00	Monthly	Full time	40	Program Coordinator I	Clark County		WA	98604			1 X Salary	1 X Salary							1 LT		
372	Active	7/9/1978	Female	2/6/2002	15.85	Hourly	Full time	40	Office Aide	Clark County	IT O IL	WA	98661	-		1 X Salary	1 X Salary							1 LT		
373 374	Active Active	12/29/1959 1/22/1958	Female Male	4/16/2002 1/19/2010	7,934.00 42.42	Monthly Hourly	Full time Full time	40 40	IT Professional III Building Inspector III	Clark County Clark County	IT Guild Local 307	WA WA	98661 97217		No 1 No	1 X Salary 25,000	1 X Salary 25,000							2 LT 2 LT		
375	Active	9/5/1958	Male	2/11/2013	44.15	Hourly	Full time	40	Lead Building Inspector	Clark County	Local 307	WA	98664		No	25,000	25,000							2 LT		
376	Active	8/3/1966	Female	5/3/2004	43.51	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98683	4	No	25,000	25,000							5 LT		Buy-up
377	Active	7/25/1975	Male	10/1/2003	43.51	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98642		No	25,000	25,000							5 LT		
378	Active	2/25/1967	Female	5/29/2002	8,706.00	Monthly	Full time	40	Management Analyst Senior	Clark County		WA	98606			1 X Salary	1 X Salary	\$100,000	\$100,000	\$100,000	\$100,000	4/11/1959	\$10,000	1 LT		
379 380	Active Active	1/16/1983 8/19/1969	Female Female	11/4/2002 11/11/2004	33.45 30.40	Hourly Hourly	Full time Full time	40 40	Department Information Systems Coordinator I Judicial Assistant (Superior Court)	Clark County Clark County	Local 11	WA WA	98604 98604		No No 1	25,000 1 X Salary	25,000 1 X Salary							2 LT 1 LT		
381	Active	6/9/1970	Female	10/1/2003	37.78	Hourly	Full time	40	Planner II	Clark County	Local 307	WA	98684		No	25,000	25,000			\$20,000		5/22/1956		2 LT		Buy-up
382	Active	1/30/1972	Male	9/3/2002	34.61	Hourly	Full time	40	Equipment Technician I	Clark County	Local 1432	WA	98604	4	No	25,000	25,000							2 LT		
383	Active	2/15/1962	Female	9/16/2002	30.67	Hourly	Full time	40	Program Assistant	Clark County	Local 307	WA	98607		No	25,000	25,000							2 LT		
384	Active	3/9/1975	Female	9/16/2002	36.84	Hourly	Full time	40	Diversion Counselor	Clark County CRESA	Local 11	WA	98660		No	25,000	25,000							2 LT		
385 386	Active Active	2/18/1973 7/1/1963	Female Female	11/6/2002 9/16/2002	40.83 9,848.00	Hourly Monthly	Full time Full time	40 40	Dispatcher Program Manager II	CRESA Clark County	CRESA Dispatcher Guild	WA WA	98665 97266			1 X Salary 1 X Salary	1 X Salary 1 X Salary						\$10,000	3 LT 1 LT		
387	Active	12/29/1969	Male	11/4/2002	11,717.00	Monthly	Full time	40	Chief Deputy Assessor	Clark County		WA	98686			1 X Salary	1 X Salary							1 LT		
388	Active	5/15/1973	Female	9/24/2004	40.43	Hourly	Full time	40	Dispatcher	CRESA	CRESA Dispatcher Guild	WA	98674	3		1 X Salary	1 X Salary	\$100,000	\$100,000	\$20,000	\$20,000	1/9/1973		3 LT		Buy-up
389	Active	11/18/1969	Female	12/5/2002	26.65	Hourly	Full time	40	Sheriffs Accounting Specialist II	Clark County	Sheriff Support's Guild	WA	98607		No	25,000	25,000						\$10,000	4 LT		Buy-up
390	Active	4/12/1961	Female	9/8/2003	30.40	Hourly	Full time	40	Judicial Assistant (Superior Court)	Clark County		WA	98642			1 X Salary	1 X Salary							1 LT		
391 392	Active Active	4/6/1974 2/27/1976	Male Female	5/2/2003 8/25/2003	52.05 26.47	Hourly Hourly	Full time Full time	42.5 40	Corrections Sergeant Office Assistant III	Clark County Clark County	Corrections Deputy Guild Local 307	WA WA	97220 98682		No No	25,000 25,000	25,000 25,000	\$500,000						5 LT 2 LT		
393	Active	6/6/1960	Female	9/2/2003	7,170.00	Monthly	Full time	40	Program Coordinator I	CRESA	Eddal 307	WA	98629			1 X Salary	1 X Salary							1 LT		
394	Active	9/30/1969	Female	7/6/2004	8,084.00	Monthly	Full time	40	Risk Manager	Clark County		WA	98640	1		1 X Salary	1 X Salary							1 LT		
395	Active	12/3/1982	Male	11/6/2008	46.79	Hourly	Full time	42.12	Deputy Sheriff	Clark County	Deputy Sheriff Guild	WA	98642		No	25,000	25,000							N/A		
396 397	Active	5/11/1968 4/14/1965	Female	7/16/2003	26.47	Hourly	Full time	40	Office Assistant III	Clark County	Local 307	WA WA	98665 98642		No No	25,000	25,000	\$100.000						2 LT		
397	Active Active	9/4/1965	Female Female	4/1/2003 5/16/2003	9,630.00 7,884.00	Monthly Monthly	Full time Full time	40 40	IT Professional IV Benefits Analyst	Clark County Clark County	IT Guild	WA	98642 98665			1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$100,000						2 LT 1 LT		Buy-up
399	Active	6/5/1963	Female	6/30/2003	25.19	Hourly	Full time	40	Legal Secretary I	Clark County	Local 11	WA	98607		No	25,000	25,000	\$100,000		\$20,000		5/25/1965		2 LT		Buy-up
400	Active	10/19/1964	Male	8/11/2003	28.87	Hourly	Full time	40	Grounds Maintenance Specialist	Clark County	Local 307	WA	98606		No	25,000	25,000							2 LT		, ,
401	Active	10/4/1955	Male	6/4/2003	34.16	Hourly	Full time	40	Permit Technician Lead	Clark County	Local 307	WA	98682		No	25,000	25,000	\$100,000	\$100,000					2 LT		
402	Active	7/28/1977	Female	2/10/2004	32.04	Hourly	Full time	40	Juvenile Detention Officer	Clark County	Juvenile Detention Guild	WA	98686		No	25,000	25,000	\$100,000						6 LT		
403 404	Active Active	11/28/1961 4/24/1970	Male Male	8/18/2003 7/7/2003	37.83 40.43	Hourly Hourly	Full time Full time	40 40	Facilities Maintenance Specialist Dispatcher	Clark County CRESA	CRESA Dispatcher Guild	WA WA	98642 97080			1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$100,000					\$10,000	1 LT 3 LT		Buy-up
404	Active	8/31/1982	Male	12/19/2007	56.93	Hourly	Full time	42.12	Enforcement Sergeant	Clark County	Deputy Sheriff Guild	WA	98604		No	25,000	25,000	\$100,000					\$10,000	N/A	D	Duy-up
406	Active	6/28/1963	Female	5/24/2004	6,316.00	Monthly	Full time	40	Program Coordinator I	Clark County		WA	98666	1	No 1	1 X Salary	1 X Salary	\$150,000	\$150,000					1 LT	D	
407	Active	3/18/1964	Male	12/16/2011	38.59	Hourly	Full time	40	Facilities Maintenance Specialist	Clark County		WA	98664			1 X Salary	1 X Salary							1 LT		
408	Active	5/29/1972	Female	6/28/2004	10,890.00	Monthly	Full time	40	IT Professional V	Clark County	IT Guild	WA WA	98671 98660			1 X Salary 25,000	1 X Salary							2 LT 2 LT		
409 410	Active Active	4/10/1965 2/28/1980	Male Male	1/5/2004 1/7/2004	42.22 50.52	Hourly Hourly	Full time Full time	40 40	Engineering Technician Senior Dispatch Supervisor	Clark County CRESA	Local 17 Engineers CRESA Dispatcher Guild	WA	98607		No No 1	25,000 1 X Salary	25,000 1 X Salary							2 LI 3 LT		
411	Active	1/3/1961	Male	6/14/2004	13,258.00	Monthly	Full time	40	Director Finance	Clark County	on 200 Colopation of Calla	WA	98683	-		1 X Salary	1 X Salary						\$10,000	1 LT		
412	Active	8/20/1972	Female	6/10/2004	23.99	Hourly	Full time	40	Office Assistant II	Clark County	Local 307	WA	98662	4	No	25,000	25,000							2 LT		
413	Active	6/1/1978	Male	9/13/2004	40.02	Hourly	Full time	40	Environmental Health Specialist II	Clark County	Local 335	WA	97206		No	25,000	25,000							2 LT		
414 415	Active Active	11/28/1963 11/3/1971	Male Male	10/21/2009 7/26/2004	36.68 41.97	Hourly Hourly	Full time Full time	40 40	Rehabilitation Specialist Senior Commercial Appraiser Specialist	Clark County Clark County	Local 17 Appraisers	WA WA	98661 98682	-	No 1 No	1 X Salary 25,000	1 X Salary 25,000							1 LT 2 LT		
415	Active	7/1/1975	Female	9/27/2004	6,316.00	Monthly	Full time	40	Program Coordinator I	Clark County	Local 17 Applaisers	WA	98665			1 X Salary	1 X Salary							1 LT		Buy-up
417	Active	10/21/1977	Female	9/24/2004	7,532.00	Monthly	Full time	40	Training Coordinator	CRESA		WA	98661			1 X Salary	1 X Salary	\$100,000	\$100,000				\$10,000	1 LT		,
418	Active	11/30/1958	Male	12/1/2004	26.08	Hourly	Full time	40	Facilities Maintenance Helper	Clark County		WA	97217	-		1 X Salary	1 X Salary	\$50,000		\$20,000		6/1/1958		1 LT		
419	Active	5/30/1978	Male	12/13/2004	43.51	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98674		No	25,000	25,000							5 LT		
420 421	Active Active	6/17/1955 12/16/1981	Female Female	1/3/2005 8/31/2006	30.40 29.70	Hourly Hourly	Full time Full time	40 40	Judicial Assistant (Superior Court) Judicial Assistant	Clark County Clark County		WA WA	98666 98661			1 X Salary 1 X Salary	1 X Salary 1 X Salary						\$10,000	1 LT 1 LT		Buy-up
421	Active	10/17/1966	Male	2/21/2005	34.61	Hourly	Full time	40	Equipment Technician I	Clark County	Local 1432	WA	98606	-	No	25,000	25,000						\$10,000	2 LT		Buy-up
423	Active	6/20/1958	Female	3/14/2005	32.04	Hourly	Full time	40	Juvenile Detention Officer	Clark County	Juvenile Detention Guild	WA	98685		No	25,000	25,000							6 LT	D	Buy-up
424	Active	6/9/1970	Male	3/21/2005	49.13	Hourly	Full time	42.12	Deputy Sheriff	Clark County	Deputy Sheriff Guild	WA	98682	-	No	25,000	25,000						\$10,000	N/A		
425 426	Active Active	10/6/1953 6/26/1959	Male Female	3/21/2005 4/11/2005	11,417.00 26.08	Monthly Hourly	Full time Full time	40 40	Chief Building Official Facilities Maintenance Helper	Clark County Clark County		WA WA	97062 98629			1 X Salary 1 X Salary	1 X Salary 1 X Salary							1 LT 1 LT		
420	Active	12/6/1972	Male	4/13/2005	48.92	Hourly	Full time	40	Engineer III	Clark County	Local 17 Engineers	WA	98682	-	No	25,000	25,000	\$150,000		\$20,000		8/9/1978		2 LT		
428	Active	10/12/1955	Female	4/25/2005	24.49	Hourly	Full time	40	Sheriffs Support Specialist II	Clark County	Sheriff Support's Guild	WA	98660		No	25,000	25,000	\$100,000		\$20,000		9/28/1954		4 LT	D	Buy-up
429	Active	12/28/1967	Male	5/2/2005	11,996.00	Monthly	Full time	40	Deputy Prosecuting Attorney Senior	Clark County		WA	98607			1 X Salary	1 X Salary							1 LT		
430	Active	12/29/1975	Male	5/2/2005	11,417.00	Monthly	Full time	40	Deputy Prosecuting Attorney Senior	Clark County	00504.0	WA WA	98683 98607			1 X Salary 1 X Salary	1 X Salary	\$100.000		\$20,000	\$20,000	10/3/1976	\$10,000	1 LT		
431 432	Active Active	7/3/1984 7/8/1979	Female Male	5/7/2005 5/9/2005	40.43 36.70	Hourly Hourly	Full time Full time	40 40	Dispatcher Highway Maintenance Crew Chief	CRESA Clark County	CRESA Dispatcher Guild Local 307	WA	98674		No 1 No	25,000	1 X Salary 25,000	\$380,000					\$10,000	3 LT 2 LT		
433	Active	11/1/1979	Male	5/17/2005	32.45	Hourly	Full time	40	Highway Maintenance Crew Chief	Clark County	Local 307	WA	98604		No	25,000	25,000	\$000,000					\$10,000	2 LT		Buy-up
434	Active	4/4/1976	Male	7/16/2009	34.08	Hourly	Full time	40	Highway Maintenance Crew Chief	Clark County	Local 307	WA	98663	4	No	25,000	25,000							2 LT		
435	Active	11/28/1968	Male	8/30/2010	28.87	Hourly	Full time	40	Grounds Maintenance Specialist	Clark County	Local 307	WA	98629		No	25,000	25,000		<b>*</b> 4 <b>*</b> * * * * *	<b>*</b> ~~	****	0/10/1007		2 LT		
436 437	Active Active	10/24/1966 2/12/1962	Male Female	6/6/2005 6/7/2005	8,921.00 43.51	Monthly Hourly	Full time Full time	40 42.5	Program Manager I Corrections Deputy	Clark County	Corrections Deputy Guild	WA WA	98662 98682		No 1 No	1 X Salary 25,000	1 X Salary 25,000	\$100,000	\$100,000	\$20,000	\$20,000	8/12/1967		1 LT 5 LT		
437	Active	9/22/1967	Male	6/7/2005	43.51 52.05	Hourly	Full time	42.5 42.5	Corrections Deputy Corrections Sergeant	Clark County Clark County	Corrections Deputy Guild	WA	98625		No	25,000	25,000	\$100,000						5 LT		
439	Active	9/23/1961	Male	6/7/2005	28.87	Hourly	Full time	40	Grounds Maintenance Specialist	Clark County	Local 307	WA	98604		No	25,000	25,000							2 LT		
440	Active	6/15/1962	Male	6/21/2005	30.30	Hourly	Full time	40	Offender Crew Chief	Clark County	Local 11	WA	98682		No	25,000	25,000							2 LT	D	
441	Active	2/22/1980	Male	7/1/2005	56.93	Hourly	Full time	42.12		Clark County	Deputy Sheriff Guild	WA	98625		No	25,000	25,000	\$500,000		\$100,000		8/12/1980	\$10,000	N/A	'n	
442 443	Active Active	3/28/1971 1/13/1984	Female Male	7/11/2005 7/18/2005	33.20 34.47	Hourly Hourly	Full time Full time	40 40	Sheriff's Support Specialist Supervisor Fire Inspector I	Clark County Clark County	Sheriff Support's Guild Local 307	WA WA	98607 98601		No No	25,000 25,000	25,000 25,000							4 LT 2 LT		
443	Active	10/23/1969	Male	7/18/2005	56.93	Hourly	Full time	40	Sergeant	Clark County	Deputy Sheriff Guild	WA	98629		No	25,000	25,000							N/A	•	
445	Active	3/2/1971	Male	7/18/2005	40.02	Hourly	Full time	40	Environmental Health Specialist II	Clark County	Local 335	WA	97233		No	25,000	25,000	\$50,000		\$20,000		12/25/1972		2 LT		Buy-up
446 447	Active Active	9/19/1967	Female	8/1/2005 8/4/2005	28.90	Hourly	Full time Full time	40	Probation Services Specialist	Clark County	Local 11	WA WA	98685 98674		No No	25,000 25,000	25,000 25,000	\$1E0 000	¢150.000	\$20,000	\$20,000	4/23/1971 1/5/1976	\$10,000	2 LT 2 LT		Buy-up
447 448	Active	5/25/1980 4/22/1973	Female Female	8/4/2005 8/15/2005	29.18 8,084.00	Hourly Monthly	Full time Full time	40 40	Joint Lobby Specialist Senior Management Analyst Senior	Clark County Clark County	Local 11	WA	98674 98604			25,000 1 X Salarv	25,000 1 X Salary	\$150,000	\$150,000	\$100,000	\$100,000	1/0/19/10		2 LT 1 LT		Buy-up
440	Active	11/21/19/3	Female	9/1/2005	10,103.00	Monthly	Full time	40	Deputy County Clerk	Clark County		WA	98662			1 X Salary	1 X Salary	\$100,000		\$20,000		6/7/1954		1 LT		
450	Active	4/4/1963	Male	10/17/2005	8,286.00	Monthly	Full time	40	Records Officer	Clark County		WA	98684	1	No 1	1 X Salary	1 X Salary			\$20,000		8/18/1957		1 LT	D	
451	Active	3/13/1981	Male	10/20/2005	28.74	Hourly	Full time	40	Juvenile Services Associate	Clark County		WA	98686			1 X Salary	1 X Salary							1 LT		
452 453	Active Active	5/9/1970 11/3/1982	Male Male	10/20/2005 10/20/2005	52.05 52.05	Hourly Hourly	Full time Full time	42.5 42.5	Corrections Sergeant Corrections Sergeant	Clark County Clark County	Corrections Deputy Guild Corrections Deputy Guild	WA WA	98684 98642		No No	25,000 25,000	25,000 25,000							5 LT 5 LT		
-00	, 101110	11.071002	maio		52.00		. an unito	12.0		Siam Codiny	Consector of Deputy Ound			-		,									•	

454	Active	5/3/1979	Male	10/20/2005	43.51	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98675	4	No	25,000	25,000							-	LTD	
454 455	Active	6/26/1979	Female	10/20/2005	43.51 40.43	Hourly	Full time	42.5 40	Dispatcher	Clark County CRESA	CRESA Dispatcher Guild	WA	98683	4	No	25,000 1 X Salary	1 X Salary	\$100,000	\$100,000	\$20,000	\$20,000	11/22/1976	\$10,000	3	LTD	Buy-up
456	Active	12/3/1969	Male	12/19/2005	49.13	Hourly	Full time	42.12	Deputy Sheriff	Clark County	Deputy Sheriff Guild	WA	98685	5	No	25,000	25,000	\$100,000	\$100,000					N/A		,
457	Active	6/18/1966	Male	12/19/2005	43.51	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98663	4	No	25,000	25,000							5	LTD	Buy-up
458 459	Active Active	11/7/1969	Male Male	12/5/2005	46.16 43.51	Hourly	Full time Full time	40	Planner III	Clark County	Local 307 Corrections Deputy Cuild	WA WA	98663 98662	4	No No	25,000 25,000	25,000 25,000							2	LTD LTD	Buy-up
460	Active	4/27/1961 1/9/1966	Male	12/19/2005 9/23/2015	10,344.00	Hourly Monthly	Full time	42.5 40	Corrections Deputy Fire Marshal	Clark County Clark County	Corrections Deputy Guild	WA	98629	1	No	1 X Salarv	1 X Salary	\$20,000		\$20.000		11/10/1967	\$10,000	1	LTD	
461	Active	8/16/1966	Male	1/9/2006	49.13	Hourly	Full time	42.12	Deputy Sheriff	Clark County	Deputy Sheriff Guild	WA	98686	5	No	25,000	25,000	\$100,000	\$100,000	\$20,000		1/21/1966	\$10,000	N/A	210	
462	Active	10/17/1975	Female	1/30/2006	9,711.00	Monthly	Full time	40	Commander - Corrections	Clark County	Sheriff's Administrators'															
100	A -4:	44/04/4004	M-1-	4/20/0000	40.54	1.1 minutes	E all time a	40.5	Corrections Deputy	Olada Osuata	Assoc	WA	97220	2	No	1 X Salary	1 X Salary	\$350,000		¢00.000		7/40/4000		2	LTD	
463 464	Active Active	11/24/1961 5/12/1979	Male Female	1/30/2006 1/30/2006	43.51 43.51	Hourly Hourly	Full time Full time	42.5 42.5	Corrections Deputy Corrections Deputy	Clark County Clark County	Corrections Deputy Guild Corrections Deputy Guild	WA WA	98642 98682	4	No No	25,000 25,000	25,000 25,000	\$100,000		\$20,000		7/19/1962		5	LTD LTD	
465	Active	8/27/1972	Male	1/30/2006	43.51	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98625	4	No	25,000	25,000							5	LTD	
466	Active	6/17/1977	Female	8/7/2006	31.68	Hourly	Full time	40	Payroll Analyst	Clark County		WA	98666	2	No	1 X Salary	1 X Salary							1	LTD	
467	Active	3/12/1976	Female	1/23/2006	16,120.58	Monthly	Full time	40	District Court Judge	Clark County		WA	98642	1	No	1 X Salary	1 X Salary							1	LTD	
468	Active	9/15/1982	Male	1/30/2006	56.93	Hourly	Full time	42.12	Sergeant	Clark County	Deputy Sheriff Guild	WA	98625	5	No	25,000	25,000	\$250,000						N/A		
469 470	Active Active	9/28/1968 5/8/1966	Male	1/30/2006	10,133.00 27.78	Monthly	Full time Full time	40 40	Communications System Specialist Senior Program Assistant	CRESA Clark County	Local 307	WA WA	98675 98685	1	No No	1 X Salary	1 X Salary							1	LTD LTD	
470	Active	7/21/1977	Female Female	2/13/2006 2/27/2006	26.47	Hourly Hourly	Full time	40	Program Assistant Office Assistant III	Clark County Clark County	Local 307 Local 11	WA	98664	4	No	25,000 25,000	25,000 25,000	\$100,000	\$100,000				\$10,000	2	LTD	
472	Active	9/20/1980	Female	3/6/2006	8,492.00	Monthly	Full time	40	Financial Program Manager II	Clark County	Eddarri	WA	98685	1	No	1 X Salary	1 X Salary							1	LTD	
473	Active	5/15/1980	Female	3/1/2006	6,971.00	Monthly	Full time	40	Program Coordinator II	Clark County		WA	98664	1	No	1 X Salary	1 X Salary							1	LTD	
474	Active	11/13/1963	Female	2/4/2009	29.70	Hourly	Full time	40	Judicial Assistant	Clark County		WA	98683	2	No	1 X Salary	1 X Salary							1	LTD	
475 476	Active Active	8/10/1975 10/23/1956	Female Male	8/2/2010 4/17/2006	28.90 34.61	Hourly Hourly	Full time Full time	40 40	Probation Services Specialist Equipment Technician I	Clark County Clark County	Local 11 Local 1432	WA WA	98662 98626	4	No No	25,000 25,000	25,000 25,000	\$50,000	\$50,000				\$10,000	2	LTD LTD	
470	Active	10/2/1967	Male	4/10/2006	8,840.00	Monthly	Full time	40	Air Quality Engineer II	SW Clean Air Agency	Local 1452	WA	98682	1	No	1 X Salarv	1 X Salary							1	LTD	
478	Active	11/4/1974	Male	4/26/2006	52.05	Hourly	Full time	42.5	Corrections Sergeant	Clark County	Corrections Deputy Guild	WA	98604	4	No	25,000	25,000						\$10,000	5	LTD	
479	Active	9/2/1976	Male	4/26/2006	43.51	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98685	4	No	25,000	25,000							5	LTD	
480	Active	10/3/1972	Male	4/26/2006	43.51	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98629	4	No	25,000	25,000						\$10,000	5	LTD	
481 482	Active Active	3/24/1969 11/22/1980	Male Female	4/24/2006 6/1/2010	38.56 8,492.00	Hourly Monthly	Full time Full time	40 40	Juvenile Probation Counselor Program Manager II	Clark County Clark County		WA WA	98671 98664	2	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary						\$10,000	1	LTD LTD	
483	Active	10/14/1980	Male	7/16/2009	28.87	Hourly	Full time	40	Grounds Maintenance Specialist	Clark County	Local 307	WA	98682	4	No	25,000	25,000						\$10,000	2	LTD	Buy-up
484	Active	2/1/1966	Male	5/22/2006	9,872.00	Monthly	Full time	40	IT Professional IV	Clark County	IT Guild	WA	98685	1	No	1 X Salary	1 X Salary	\$100,000	\$100,000	\$20,000	\$20,000	2/16/1967	\$5,000	2	LTD	
485	Active	9/1/1964	Male	5/30/2006	8,286.00	Monthly	Full time	40	Facilities Mgmt Crew Supervisor	Clark County		WA	98682	1	No	1 X Salary	1 X Salary	\$100,000						1	LTD	Buy-up
486 487	Active	1/13/1972	Female	6/12/2006	42.22	Hourly	Full time	40 40	Engineering Technician Senior	Clark County	Local 17 Engineers	WA	98629	4	No	25,000	25,000	\$280,000						2	LTD	Buy-up
487	Active Active	11/8/1975 1/25/1971	Female Male	6/16/2006 6/19/2006	8,286.00 36.49	Monthly Hourly	Full time Full time	40 40	Program Manager I Engineering Technician	Clark County Clark County	Local 17 Engineers	WA WA	98660 98607	4	No No	1 X Salary 25,000	1 X Salary 25,000							2	LTD LTD	Buy-up
489	Active	2/13/1953	Male	6/2/2006	17,524.00	Monthly	Full time	40	Health Officer-Adminstrator	Clark County	Eddar IV Engilicers	WA	97219	1	No	1 X Salary	1 X Salary							1	LTD	
490	Active	1/28/1978	Male	6/19/2006	43.51	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98607	4	No	25,000	25,000							5	LTD	
491	Active	7/9/1965	Female	6/8/2015	38.99	Hourly	Full time	40	Deputy Fire Marshal	Clark County	Local 307	WA	98642	4	No	25,000	25,000							2	LTD	_
492	Active	2/1/1979	Female	7/18/2006	7,884.00	Monthly	Full time	40	Program Coordinator II	Clark County	Dearth Chariff Cuild	WA	98601	1	No	1 X Salary	1 X Salary	\$50,000	\$50,000	\$20,000	\$20,000	2/13/1974	\$10,000	1	LTD	Buy-up
493 494	Active Active	3/23/1970 9/4/1970	Male Male	7/10/2006 7/24/2006	49.13 43.51	Hourly Hourly	Full time Full time	42.12 42.5	Deputy Sheriff Corrections Deputy	Clark County Clark County	Deputy Sheriff Guild Corrections Deputy Guild	WA WA	98682 98629	5 4	No No	25,000 25,000	25,000 25,000							N/A 5	LTD	
494	Active	7/25/1974	Male	7/24/2006	43.51	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	97017	4	No	25,000	25,000							5	LTD	
496	Active	4/24/1957	Female	11/1/2011	28.20	Hourly	Full time	40	Payroll & Accounting Specialist	CRESA		WA	98625	2	No	1 X Salary	1 X Salary	\$50,000	\$50,000					1	LTD	Buy-up
497	Active	4/2/1973	Female	3/2/2009	28.28	Hourly	Full time	40	Judicial Assistant	Clark County		WA	98662	2	No	1 X Salary	1 X Salary							1	LTD	
498	Active	7/14/1983	Female	9/12/2006	40.43	Hourly	Full time	40	Dispatcher	CRESA	CRESA Dispatcher Guild	WA WA	98662	3	No	1 X Salary	1 X Salary	\$100,000					\$10,000	3	LTD	
499 500	Active Active	11/29/1971 6/19/1960	Female Female	8/14/2006 8/14/2006	29.04 26.47	Hourly Hourly	Full time Full time	40 40	Administrative Assistant Office Assistant III	Clark County Clark County	Local 11	WA	98604 98665	2	No No	1 X Salary 25,000	1 X Salary 25,000	\$20,000						2	LTD LTD	Buy-up
501	Active	2/9/1963	Male	8/28/2006	9,872.00	Monthly	Full time	40	IT Professional IV	Clark County	IT Guild	WA	98604	1	No	1 X Salary	1 X Salary	φ20,000						2	LTD	Buy-up
502	Active	11/17/1976	Male	9/5/2006	10,867.00	Monthly	Full time	40	Engineering Services Manager III	Clark County		WA	98671	1	No	1 X Salary	1 X Salary	\$100,000						1	LTD	,
503	Active	1/17/1979	Male	8/28/2006	36.70	Hourly	Full time	40	Highway Maintenance Crew Chief	Clark County	Local 307	WA	98662	4	No	25,000	25,000							2	LTD	
504	Active	3/26/1964	Male	8/21/2006	28.74	Hourly	Full time	40	Financial Investigator Assistant	Clark County	0	WA	98686	2	No	1 X Salary	1 X Salary	\$400,000					\$10,000	1	LTD	Buy-up
505 506	Active Active	9/15/1961 5/3/1968	Female Male	2/29/2016 9/18/2006	25.03 36.49	Hourly Hourly	Full time Full time	40 40	Jail Industries Coordinator Engineering Technician	Clark County Clark County	Sheriff Support's Guild Local 17 Engineers	WA WA	98682 98663	4	No No	25,000 25,000	25,000 25,000	\$100,000	\$100,000	\$20,000	\$20,000	8/25/1964	\$10,000	4	LTD LTD	Buy-up
507	Active	2/25/1977	Female	9/14/2006	40.43	Hourly	Full time	40	Dispatcher	CRESA	CRESA Dispatcher Guild	WA	98682	3	No	1 X Salarv	1 X Salary	\$100,000	\$100,000	\$20,000	\$20,000	0/23/1304	\$10,000	3	LTD	
508	Active	5/9/1973	Female	9/20/2006	41.68	Hourly	Full time	40	Office Administrator	SW Clean Air Agency		WA	98665	2	No	1 X Salary	1 X Salary							1	LTD	
509	Active	2/28/1979	Female	10/18/2006	32.04	Hourly	Full time	40	Juvenile Detention Officer	Clark County	Juvenile Detention Guild	WA	97206	4	No	25,000	25,000	\$100,000					\$10,000	6	LTD	
510 511	Active	10/21/1983 10/17/1974	Female	1/20/2012 11/27/2006	5,865.00 37.60	Monthly	Full time Part time	40 30	Program Coordinator I	Clark County	1 1 4 4	WA WA	97230 98671	1	No	1 X Salary 25,000	1 X Salary 25,000	\$500,000					\$10,000	1	LTD LTD	
512	Active Active	5/11/1979	Female Female	12/8/2014	37.60 11,417.00	Hourly Monthly	Full time	30 40	Accountant Senior Deputy Prosecuting Attorney Senior	Clark County Clark County	Local 11	WA	98642	4	No No	1 X Salary	1 X Salary	\$500,000					\$10,000	2	LTD	
513	Active	5/9/1961	Female	11/20/2006	31.84	Hourly	Full time	40	Victim Advocate	Clark County	Local 11	WA	98661	4	No	25,000	25,000							2	LTD	
514	Active	3/31/1973	Male	12/22/2006	8,921.00	Monthly	Full time	40	Program Manager I-Facilities Operation Superviso	r Clark County																_
545	A -411	0/00/4075	M-1-	40/00/0000	20.07	1.1 minutes	E all time a	40	Essibles Maint Case Divertise Load	Oladi Osusti		WA WA	98662	1	No	1 X Salary	1 X Salary							1	LTD	Buy-up
515 516	Active Active	8/22/1975 4/25/1978	Male Female	12/22/2006 1/8/2007	39.67 8,286.00	Hourly Monthly	Full time Full time	40 40	Facilities Maint Spec, Plumbing Lead Deputy Court Administrator	Clark County Clark County		WA	98604 98666	2	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$200,000	\$200,000				\$10,000	1	LTD LTD	
517	Active	7/18/1967	Male	1/4/2007	41.97	Hourly	Full time	40	Commercial Appraiser Specialist	Clark County	Local 17 Appraisers	WA	98632	4	No	25,000	25,000	\$100,000					\$10,000	2	LTD	
518	Active	12/1/1968	Female	1/2/2007	6,690.75	Monthly	Part time	30	Clinical Psychologist	Clark County		WA	97202	1	No	1 X Salary	1 X Salary							1	LTD	
519	Active	11/17/1975	Female	1/3/2011	10,602.00	Monthly	Full time	40	Deputy Prosecuting Attorney II	Clark County		WA	98660	1	No	1 X Salary	1 X Salary							1	LTD	
520 521	Active Active	3/4/1977 12/19/1978	Female Male	1/22/2007 1/23/2007	8,084.00 36.70	Monthly Hourly	Full time Full time	40 40	Program Manager II Grounds Maintenance Crew Chief	Clark County Clark County	Local 307	WA WA	97202 98685	1	No No	1 X Salary 25,000	1 X Salary 25,000							2	LTD LTD	
522	Active	1/31/1973	Female	1/19/2007	7,145.00	Monthly	Full time	40	Management Analyst Senior	Clark County	20001001	WA	98686	1	No	1 X Salary	1 X Salary	\$250,000	\$250,000	\$250,000	\$250,000	8/7/1970		1	LTD	
523	Active	1/1/1963	Female	1/31/2007	24.49	Hourly	Full time	40	Sheriffs Support Specialist II	Clark County	Sheriff Support's Guild	WA	98626	4	No	25,000	25,000				,			4	LTD	Buy-up
524	Active	1/12/1967	Female	1/24/2007	26.68	Hourly	Full time	40	Sheriffs Support Specialist III	Clark County	Sheriff Support's Guild	WA	98671	4	No	25,000	25,000							4	LTD	
525	Active	9/14/1979	Male	2/5/2007	43.51	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98682	4	No	25,000	25,000							5	LTD	
526 527	Active Active	9/17/1960 6/21/1966	Female Female	2/1/2007 3/5/2007	25.19 50.52	Hourly Hourly	Full time Full time	40	Joint Lobby Specialist II Dispatch Supervisor	Clark County CRESA	Local 11 CRESA Dispatcher Guild	WA WA	98685	4	No	25,000 1 X Salary	25,000 1 X Salarv	\$50,000 \$30.000		\$50,000		7/29/1961		2	LTD	
528	Active	4/15/1985	Male	2/12/2007	36.68	Hourly	Full time	40	Department Information Systems Coordinator II	Clark County	ONEON Dispatcher Guild	117	30000	0	140	1 X Ouldry	1 X Oalary	<i>\\\</i> 000,000		400,000		1123/1301		0	LID	
						,						WA	98682	2	No	1 X Salary	1 X Salary	\$150,000	\$150,000					1	LTD	
529	Active	8/16/1979	Male	8/15/2012	31.07	Hourly	Full time	40	Land Records Technician II	Clark County	Local 11	WA	98663	4	No	25,000	25,000							2	LTD	
530 531	Active	7/29/1964 7/21/1973	Male Male	3/12/2007 12/4/2017	49.13 33.08	Hourly	Full time Full time	42.12 40	Deputy Sheriff	Clark County	Deputy Sheriff Guild	WA WA	98682 98671	5	No No	25,000 25,000	25,000 25,000	\$250,000	\$250,000	\$100,000	\$100,000	10/21/1970		N/A	LTD	
531	Active Active	4/17/19/3	Female	4/2/2007	33.08 8,286.00	Hourly Monthly	Full time	40 40	Engineering Technician HR Representative	Clark County Clark County	Local 17 Engineers	WA	98663	1	No	25,000 1 X Salary	25,000 1 X Salary							1	LTD	Buy-up
533	Active	6/7/1970	Male	4/9/2007	42.22	Hourly	Full time	40	Engineer II	Clark County	Local 17 Engineers	WA	98604	4	No	25,000	25,000							2	LTD	Buy-up
534	Active	4/26/1975	Male	4/2/2007	46.16	Hourly	Full time	40	Natural Resources Specialist III	Clark County	Local 307	WA	98642	4	No	25,000	25,000	\$400,000	\$400,000	\$200,000	\$200,000	2/13/1975		2	LTD	
535	Active	5/8/1974	Female	4/23/2007	7,693.00	Monthly	Full time	40	EPH Support Program Manager II	Clark County		WA	98665	1	No	1 X Salary	1 X Salary	\$100,000	<b>*</b> F0 000				\$10,000	1	LTD	Dunin
536 537	Active Active	2/2/1957 10/21/1966	Female Female	5/4/2007 4/9/2008	7,532.00 26.47	Monthly Hourly	Full time Full time	40 40	Program Coordinator I Joint Lobby Specialist III	CRESA Clark County	Local 11	WA WA	98642 98665	1	No No	1 X Salary 25,000	1 X Salary 25,000	\$50,000	\$50,000	\$20,000	\$20,000	10/29/1967		1	LTD LTD	Buy-up
538	Active	3/30/1985	Male	4/9/2008 5/16/2007	26.47 7,145.00	Monthly	Full time	40 40	Program Manager I	Clark County Clark County	Lotar II	WA	98682	1	No	1 X Salary	1 X Salary			ψ20,000	ψ20,000	10/23/1307		1	LTD	
539	Active	5/7/1960	Male	6/11/2007	43.51	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	97013	4	No	25,000	25,000							5	LTD	
540	Active	8/28/1980	Male	6/11/2007	43.51	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98606	4	No	25,000	25,000							5	LTD	
541	Active	12/28/1976	Male	6/11/2007	49.13	Hourly	Full time	42.12	Deputy Sheriff	Clark County	Deputy Sheriff Guild	WA	98683	5	No	25,000	25,000	\$100,000	\$100,000	\$100,000	\$100,000	6/4/1977	\$10,000	N/A		
542 543	Active	2/26/1981 8/5/1961	Male Male	6/11/2007 5/31/2007	49.13 41.23	Hourly	Full time Full time	42.12 40	Deputy Sheriff Traffic Signal Technician Senior	Clark County Clark County	Deputy Sheriff Guild Local 17 Engineers	WA WA	98682 98682	5	No No	25,000 25,000	25,000 25,000							N/A 2	LTD	
543 544	Active Active	1/7/1980	Female	5/30/2007	28.74	Hourly Hourly	Full time	40 40	Juvenile Services Associate	Clark County Clark County	Local IT Englieers	WA	98682	2	No	25,000 1 X Salary	1 X Salary							2	LTD	
					-			-		-						-	-									

			11/25/1961	Female	12/10/1997	4,840.16	Monthly	Full time	40	PIC Exempt	Partners in Careers		WA	98662	2	No	1 X Salary	1 X Salary								LTD	
54 54			9/22/1973 1/28/1976	Male Female	7/23/2007 8/13/2007	48.92 25.19	Hourly Hourly	Full time Full time	40 40	Engineer III Legal Secretary I	Clark County Clark County	Local 17 Engineers Local 11	WA WA	98685 98665	4 4	No No	25,000 25,000	25,000 25,000						\$10,000	2	LTD LTD	Buy-up
54 54			12/28/1987 7/6/1982	Female Male	7/18/2007 9/25/2007	24.49 42.46	Hourly Hourly	Full time Full time	40 40	Sheriffs Support Specialist II Dispatch Lead	Clark County CRESA	Sheriff Support's Guild CRESA Dispatcher Guild	WA WA	98604 98674	4 3	No No	25,000 1 X Salary	25,000 1 X Salary	\$80,000					\$10,000		LTD LTD	Buy-up
	50 Ac	ctive 4	4/27/1988 11/10/1948	Female Male	9/25/2007 8/30/2007	40.43 8,008.00	Hourly	Full time Full time	40 40	Dispatcher Database Programmer	CRESA SW Clean Air Agency	CRESA Dispatcher Guild	WA WA	98642 98604	3	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary			\$10,000	\$10,000	7/18/1949		3	LTD LTD	
5	52 Ac	ctive 4	4/14/1978	Female	12/17/2012	7,884.00	Monthly	Full time	40	Engineering Services Manager II	Clark County		WA	98642	1	No	1 X Salary	1 X Salary			φ10,000	\$10,000	1/10/1949		1	LTD	Buy-up
5	54 Ac	ctive	8/16/1967 8/7/1981	Female Male	9/25/2007 7/16/2010	26.65 31.52	Hourly Hourly	Full time Full time	40 40	Sheriffs Accounting Specialist II Parks & Vegetation Specialist	Clark County Clark County	Sheriff Support's Guild Local 307	WA WA	98671 98685	4	No No	25,000 25,000	25,000 25,000							2	LTD LTD	Buy-up
5			4/6/1983 3/3/1982	Male Male	9/24/2007 9/24/2007	49.13 49.13	Hourly Hourly	Full time Full time	42.12 42.12	Deputy Sheriff Deputy Sheriff	Clark County Clark County	Deputy Sheriff Guild Deputy Sheriff Guild	WA WA	98642 98606	5 5	No No	25,000 25,000	25,000 25,000						\$10,000	N/A N/A		
5	57 Ac	ctive	8/24/1982 9/13/1976	Male Female	9/24/2007 9/24/2007	32.04 36.68	Hourly	Full time Full time	40 40	Juvenile Detention Officer Department Information Systems Coordinator II	Clark County Clark County	Juvenile Detention Guild	WA	98683	4	No	25,000	25,000	\$400,000	\$400,000				\$10,000	6	LTD	Buy-up
							,		40		-		WA	98664	2	No No	1 X Salary	1 X Salary	\$100,000	\$100,000						LTD	
	60 Ac	ctive	7/26/1980 7/10/1972	Female Male	10/1/2007 11/1/2007	12,934.00 48.92	Monthly Hourly	Full time Full time	40	Chief Civil/Criminal Prosecuting Attorney Engineer III	Clark County Clark County	Local 17 Engineers	WA WA	98666 98607	4	No	1 X Salary 25,000	1 X Salary 25,000							2	LTD LTD	
56 56			12/15/1967 7/9/1969	Female Female	10/30/2007 10/29/2007	13,928.00 43.51	Monthly Hourly	Full time Full time	40 42.5	Director Community Services Corrections Deputy	Clark County Clark County	Corrections Deputy Guild	WA WA	98607 98642	1 4	No No	1 X Salary 25,000	1 X Salary 25,000	\$20,000	\$20,000				\$5,000		LTD LTD	
			8/18/1969 10/21/1976	Female Female	12/10/2007 12/17/2007	27.78 30.15	Hourly Hourly	Full time Full time	40 40	Accounting Assistant III Department Information Systems Coordinator I	Clark County Clark County	Local 11	WA WA	98665 98662	4	No No	25,000 1 X Salary	25,000 1 X Salary	\$100,000 \$100,000	\$100,000 \$100,000	\$20,000	\$20,000	8/9/1972	\$10,000		LTD LTD	Buy-up
56	65 Ac	ctive	7/16/1977	Female	8/15/2016	6,801.00	Monthly	Full time Full time	40 40	Office Manager	Clark County		WA	98684 98686	1	No	1 X Salary	1 X Salary 1 X Salary	\$20,000 \$40,000	\$20,000 \$40,000	\$20,000	\$20,000	0/0/10/2	<i><b></b></i>	1	LTD LTD	Buy-up
56	67 Ac	ctive	1/4/1969	Female	12/3/2007 12/20/2007	11,996.00 26.47	Hourly	Full time	40	Deputy Prosecuting Attorney Senior Office Assistant III	Clark County Clark County	Local 11	WA	98683	4	No	1 X Salary 25,000	25,000	φ <del>4</del> 0,000	940,000					2	LTD	Buy-up
	69 Ac		12/6/1969 7/25/1975	Female Female	1/2/2008 2/4/2008	31.17 40.23	Hourly Hourly	Full time Full time	40 40	Secretary I Dispatcher	SW Clean Air Agency CRESA	CRESA Dispatcher Guild	WA WA	98686 98674	2 3	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$100,000	\$100,000				\$10,000	3	LTD LTD	Buy-up
5			8/30/1977 10/12/1974	Female Male	2/4/2008 1/22/2008	40.23 46.39	Hourly Hourly	Full time Full time	40 40	Dispatcher Corrections Sergeant	CRESA Clark County	CRESA Dispatcher Guild Corrections Deputy Guild	WA WA	98607 98686	3 4	No No	1 X Salary 25,000	1 X Salary 25,000	\$100,000					\$10,000		LTD LTD	
5	72 Ac		11/8/1985 2/25/1972	Female Male	1/22/2008 1/22/2008	52.05 43.51	Hourly	Full time Full time	42.5 42.5	Corrections Sergeant Corrections Deputy	Clark County Clark County	Corrections Deputy Guild Corrections Deputy Guild	WA WA	98684 98685	4	No No	25,000 25,000	25,000 25,000	\$100,000		\$20,000		3/7/1970	\$10,000		LTD LTD	
5	74 Ac	ctive	4/7/1986	Male	1/22/2008	52.05	Hourly	Full time	42.5	Corrections Sergeant	Clark County	Corrections Deputy Guild	WA	98642	4	No	25,000	25,000	φ100,000		φ20,000		0/1/10/0	ψ10,000	5	LTD	
5	76 Ac	ctive	11/21/1967 4/6/1969	Male Female	11/1/2010 4/7/2008	38.59 33.45	Hourly Hourly	Full time Full time	40 40	Facilities Maintenance Specialist DISC I	Clark County Clark County	Local 11	WA WA	98686 98682	4	No No	1 X Salary 25,000	1 X Salary 25,000							2	LTD LTD	
5			12/20/1981 4/26/1972	Female Male	4/16/2008 4/28/2008	29.45 9,144.00	Hourly Monthly	Full time Full time	40 40	Information Technology Assistant GIS Analyst	Clark County Clark County		WA WA	98671 97086	2 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary								LTD LTD	
5			9/15/1976 10/12/1964	Female Male	6/16/2008 5/5/2008	6,635.00 42.68	Monthly Hourly	Full time Full time	40 40	Management Analyst Senior DISC II	Clark County Clark County	Local 17 Appraisers	WA WA	98661 98675	1 4	No No	1 X Salary 25.000	1 X Salary 25,000	\$100.000	\$100,000						LTD LTD	
58	81 Ac	ctive	8/13/1977 1/12/1975	Female Male	4/20/2009 5/12/2008	6,971.00 43.08	Monthly Hourly	Full time Full time	40 42.5	Program Coordinator II Corrections Deputy	Clark County Clark County	Corrections Deputy Guild	WA WA	98686 97080	1	No No	1 X Salary 25.000	1 X Salary 25.000	\$100,000		\$20,000		4/6/1975	\$10,000		LTD LTD	
58	83 Ac	ctive 1	11/22/1954	Female	5/12/2008	27.60	Hourly	Full time	40	Jail Industries Coordinator Juvenile Probation Counselor	Clark County	Sheriff Support's Guild	WA	98607	4	No	25,000	25,000	\$100,000	\$100,000	\$20,000	\$20,000	3/24/1952	<b>*</b> * • • • • •	4	LTD	Buy-up
	85 Ac	ctive 1	4/23/1985 12/28/1970	Female Female	5/16/2008 5/19/2008	30.21 26.85	Hourly Hourly	Full time Full time	40	Program Services Specialist	Clark County Clark County	Local 11	WA WA	98682 98684	4	No No	1 X Salary 25,000	1 X Salary 25,000	\$100,000	\$100,000				\$10,000	2	LTD LTD	Buy-up Buy-up
51 51			11/27/1975 10/21/1969	Male Female	4/19/2010 6/2/2008	34.97 25.19	Hourly Hourly	Full time Full time	40 40	Highway Maintenance Crew Chief Accounting Assistant II	Clark County Clark County	Local 307 Local 11	WA WA	98604 98662	4 4	No No	25,000 25,000	25,000 25,000								LTD LTD	
			4/26/1975 3/18/1989	Female Female	7/14/2008 6/16/2008	8,286.00 30.40	Monthly Hourly	Full time Full time	40 40	Program Coordinator II Judicial Assistant (Superior Court)	Clark County Clark County		WA WA	98664 98686	1 2	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary						\$10,000		LTD LTD	
	90 Ac	tive	3/17/1975	Female	7/8/2008	10,867.00	Monthly	Full time Full time	40 40	Deputy Prosecuting Attorney II Benefits Specialist	Clark County		WA	98660 98683	1	No No	1 X Salary	1 X Salary						<i><b></b></i>	1	LTD LTD	
59	92 Ac	ctive	8/26/1957	Female	6/23/2008 6/30/2008	6,801.00 26.47	Hourly	Full time	40	Joint Lobby Specialist III	Clark County Clark County	Local 11	WA	98603	4	No	1 X Salary 25,000	1 X Salary 25,000							2	LTD	Buy-up
59	94 Ac	ctive	3/4/1967 4/23/1982	Male Male	8/5/2008 8/5/2008	46.79 46.79	Hourly Hourly	Full time Full time	42.12 42.12	Deputy Sheriff Deputy Sheriff	Clark County Clark County	Deputy Sheriff Guild Deputy Sheriff Guild	WA WA	98683 98671	5	No No	25,000 25,000	25,000 25,000	\$100,000						N/A N/A		
	96 Ac		9/12/1982 6/16/1952	Female Female	7/28/2008 8/1/2008	13,655.00 12,920.00	Monthly Monthly	Full time Full time	40 40	Chief Deputy Prosecuting Attorney Deputy Prosecuting Attorney Senior	Clark County Clark County		WA WA	98683 97211	1 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary						\$10,000		LTD LTD	Buy-up
59 59			1/9/1981 12/27/1974	Female Male	3/26/2012 8/20/2010	7,884.00 42.44	Monthly Hourly	Full time Full time	40 42.12	Program Coordinator II Deputy Sheriff	Clark County Clark County	Deputy Sheriff Guild	WA WA	97213 98642	1 5	No No	1 X Salary 25,000	1 X Salary 25,000	\$250,000						1 N/A	LTD	
59			8/23/1959 11/20/1982	Female Male	9/2/2008 9/9/2008	28.99 46.79	Hourly	Full time Full time	40 42.12	Judicial Assistant (Superior Court) Deputy Sheriff	Clark County Clark County	Deputy Sheriff Guild	WA WA	98660 98642	2	No No	1 X Salary 25,000	1 X Salary 25,000							1 N/A	LTD	
60	01 Ac	ctive 1	12/17/1985	Female	10/7/2008	29.18	Hourly	Full time	40	Legal Specialist	Clark County	Local 11	WA WA	98666 98665	4	No No	25,000	25,000							2	LTD LTD	
60	03 Ac	ctive 4	7/8/1963 4/26/1985	Female Female	10/16/2008 10/16/2008	24.49 29.19	Hourly Hourly	Full time Full time	40 40	Sheriffs Support Specialist II Logistics Assistant	Clark County Clark County	Sheriff Support's Guild Sheriff Support's Guild	WA	98665	4	No	25,000 25,000	25,000 25,000							4	LTD	
			4/23/1978 7/18/1978	Male Female	7/25/2010 1/26/2009	46.79 6,205.00	Hourly Monthly	Full time Full time	42.12 40	Deputy Sheriff Financial Analyst	Clark County CRESA	Deputy Sheriff Guild	WA WA	98604 98682	5 1	No No	25,000 1 X Salary	25,000 1 X Salary	\$250,000 \$250,000		\$20,000		5/30/1991	\$10,000		LTD	
60 60			10/3/1980 5/28/1983	Female Female	2/9/2009 3/16/2009	6,174.50 36.84	Monthly Hourly	Full time Full time	40 40	PIC Exempt Probation Services Case Manager	Partners in Careers Clark County	Local 11	WA WA	98606 98607	2 4	No No	1 X Salary 25,000	1 X Salary 25,000	\$100,000					\$10,000		LTD LTD	
60	08 Ac		3/15/1989 6/6/1981	Male Male	8/17/2009 10/5/2009	40.74 43.08	Hourly	Full time Full time	42.5 42.5	Corrections Deputy Corrections Deputy	Clark County Clark County	Corrections Deputy Guild Corrections Deputy Guild	WA WA	98682 97223	4	No No	25,000 25,000	25,000 25,000							5	LTD LTD	
6	10 Ac	tive	2/20/1973 5/24/1984	Male	10/5/2009	43.08	Hourly	Full time	42.5 40	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98674 98607	4	No	25,000	25,000							5	LTD LTD	
6	12 Ac	ctive 1	12/20/1990	Female	5/20/2010 8/16/2010	29.18 29.18	Hourly Hourly	Full time Full time	40	Legal Assistant Court Assistant Senior	Clark County Clark County	Local 11 Local 11	WA	98686	4	No	25,000 25,000	25,000 25,000							2	LTD	
			5/17/1958 2/9/1978	Male Male	8/25/2010 9/20/2010	8,492.00 46.79	Monthly Hourly	Full time Full time	40 42.12	Operations Superintendent Deputy Sheriff	Clark County Clark County	Deputy Sheriff Guild	WA WA	97071 98662	1 5	No No	1 X Salary 25,000	1 X Salary 25,000	\$80,000	\$80,000	\$20,000	\$20,000	12/13/1965	\$10,000 \$10,000	1 N/A	LTD	
			10/25/1984 5/2/1970	Male Female	11/30/2010 11/30/2010	42.44 29.39	Hourly Hourly	Full time Full time	42.12 40	Deputy Sheriff Property Technician	Clark County Clark County	Deputy Sheriff Guild Sheriff Support's Guild	WA WA	98642 98675	5 4	No No	25,000 25,000	25,000 25,000							N/A 4	LTD	
6	17 Ac		9/21/1976 5/26/1967	Female Male	1/3/2011 1/3/2011	16,120.59 11,560.09	Monthly Monthly	Full time Full time	40 40	District Court Judge County Assessor	Clark County Clark County		WA WA	98606 98685	1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary							1	LTD	
6	19 Ac	ctive	11/6/1971	Male	1/3/2011	11,560.09	Monthly	Full time	40	County Clerk	Clark County	1 1005	WA	98682	1	No	1 X Salary	1 X Salary	\$100,000	\$100,000				\$10,000	1	LTD	2
62	21 Ac	tive	7/19/1982 7/28/1986	Female Female	1/3/2011 2/15/2011	44.74 42.25	Hourly Hourly	Part time Full time	32 40	Public Health Nurse II Dispatch Lead	Clark County CRESA	Local 335 CRESA Dispatcher Guild	WA WA	98686 98682	4 3	No No	25,000 1 X Salary	25,000 1 X Salary	\$100,000 \$10,000	\$10,000				\$10,000	3	LTD LTD	Buy-up
			11/14/1959 9/24/1983	Female Female	5/31/2011 6/1/2011	9,848.00 7,322.00	Monthly Monthly	Full time Full time	40 40	Program Manager II Program Coordinator II	Clark County Clark County		WA WA	98685 98671	1 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary								LTD LTD	
			8/19/1978 6/23/1974	Female Female	6/13/2011 11/13/2012	6.316.00 27.50	Monthly Hourly	Full time Part time	40 30	Public Disclosure Coordinator Victim Advocate	Clark County Clark County	Local 11	WA WA	98629 98604	1 4	No No	1 X Salary 25,000	1 X Salary 25,000	\$100,000		\$20,000		6/4/1959	\$10,000		LTD LTD	
63	26 Ac	tive	3/31/1980 5/29/1972	Male Male	7/18/2011 8/1/2011	11,138.00 34.61	Monthly Hourly	Full time Full time	40 40	Deputy Prosecuting Attorney, Sr Equipment Technician I	Clark County	Local 1432	WA	98660 98604	1	No No	1 X Salary 25,000	1 X Salary 25,000	\$100,000		+======			\$10,000	1	LTD LTD	
63	28 Ac	ctive	7/13/1960	Male	8/1/2011	38.73	Hourly	Full time	40	Natural Resources Specialist II	Clark County Clark County	Local 307	WA	97005	4	No	25,000	25,000	\$100,000					\$10,000	2	LTD	Buy-up
63	30 Ac	ctive	1/19/1978 10/1/1988	Female Male	11/22/2021 4/30/2018	25.06 42.44	Hourly Hourly	Full time Full time	40 42.12	Legal Assistant Deputy Sheriff	Clark County Clark County	Deputy Sheriff Guild	WA WA	98662 98604	2 5	No No	1 X Salary 25,000	1 X Salary 25,000							N/A	LTD	
63			11/7/1978 11/15/1958	Male Male	8/11/2011 8/30/2011	51.64 35.00	Hourly Hourly	Full time Full time	42.12 40	Sergeant Financial Investigator	Clark County Clark County	Deputy Sheriff Guild	WA WA	98683 97229	5 2	No No	25,000 1 X Salary	25,000 1 X Salary							N/A 1	LTD	Buy-up
63	33 Ac	tive	5/10/1965 8/2/1975	Female Female	9/6/2011 10/10/2011	35.17 34.72	Hourly	Part time Full time	35 40	Court Interpreter Real Property Agent III	Clark County Clark County	Local 11 Local 17 Engineers	WA WA	98661 98662	4	No No	25,000 25,000	25,000 25,000	\$80,000					\$10,000		LTD LTD	Buy-up
63	35 Ac	ctive 1	10/11/1965 12/18/1986	Female Female	10/24/2011 11/7/2011	33.26 8,492.00	Hourly Monthly	Full time Full time	40 40	Grounds Maintenance Crew Chief Sheriff's Office HR Manager	Clark County Clark County	Local 307	WA WA	98626 98604	4	No No	25,000 1 X Salary	25,000 1 X Salary	\$100,000 \$100,000	\$100,000				\$10,000	2	LTD LTD	
			9/28/1986	Female	11/14/2011		Monthly	Full time	40	Program Coordinator I	Clark County		WA	98661	1	No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$500,000	φ100,000				\$10,000		LTD	

638 Active 6/16/1983 Male 11/16/2011 32.04 Hourly Full time 40 Juvenile Detention Officer	Clark County	Juvenile Detention Guild	WA	98604	4	No	25,000	25,000							6	LTD	
639 Active 8/15/1959 Female 11/21/2011 8,233.34 Monthly Full time 40 PIC Exempt 640 Active 6/6/1986 Female 1/3/2012 50.22 Hourly Part time 20 Management Analyst Senior	Partners in Careers Clark County		WA WA	98683 98642	2 2	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary						\$10,000	3 1	LTD LTD	
641 Active 12/21/1974 Male 12/6/2011 33.26 Hourly Full time 40 Highway Maintenance Crew Chief 642 Active 11/10/1975 Male 12/7/2011 30.01 Hourly Full time 40 Heavy Equipment Operator	Clark County Clark County	Local 307 Local 307	WA WA	98604 98675	4 4	No No	25,000 25,000	25,000 25,000							2 2	LTD LTD	
643 Active 6/12/1966 Male 12/12/2011 30.01 Hourly Full time 40 Heavy Equipment Operator 644 Active 9/3/1953 Female 12/13/2011 8,286.00 Monthly Full time 40 Program Coordinator II	Clark County Clark County	Local 307	WA WA	98629 98686	4	No No	25,000 1 X Salary	25,000 1 X Salary							2	LTD LTD	
645 Active 6/5/1984 Male 2/21/2012 9,405.00 Monthly Full time 40 911 Assistant Operations Manager	CRESA		WA	97266	1	No	1 X Salary	1 X Salary						\$10,000	1	LTD	
646 Active 1/21/1982 Female 2/21/2012 25.19 Hourly Full time 40 Accounting Assistant III 647 Active 9/28/1973 Male 5/20/2021 32.64 Hourly Full time 40 Probation Services Case Manager	Clark County Clark County	Local 11 Local 11	WA WA	97056 98685	4	No	25,000 25,000	25,000 25,000							2	LTD LTD	
648 Active 2/7/1980 Male 3/15/2012 33.26 Hourly Full time 40 Highway Maintenance Crew Chief 649 Active 8/29/1972 Male 5/1/2012 7,349.00 Monthly Full time 40 Program Coordinator I	Clark County CRESA	Local 307	WA WA	98626 98661	4 1	No No	25,000 1 X Salary	25,000 1 X Salary							2 1	LTD LTD	
650 Active 5/30/1976 Male 3/5/2013 28.87 Hourly Full time 40 Highway Maintenance Specialist 651 Active 1/28/1962 Female 6/16/2015 28.49 Hourly Full time 40 Program Assistant	Clark County Clark County	Local 307 Local 11	WA WA	98662 98665	4	No No	25,000 25,000	25,000 25,000	\$80,000		\$20,000		4/18/1961		2	LTD LTD	Buy-up
652 Active 8/28/1961 Female 6/9/2015 8,706.00 Monthly Full time 40 Sr. Management Analyst	Clark County		WA	98663	1	No	1 X Salary	1 X Salary	φ00,000		φ20,000		4/10/1301		1	LTD	Buy-up
653 Active 2/8/1970 Female 5/29/2012 34.04 Hourly Full time 40 Food Services Coordinator 654 Active 6/10/1963 Male 7/5/2012 36.49 Hourly Full time 40 Engineering Technician	Clark County Clark County	Sheriff Support's Guild Local 17 Engineers	WA WA	98604 97070	4	No No	25,000 25,000	25,000 25,000							4	LTD LTD	
655 Active 10/9/1964 Male 7/16/2012 36.49 Hourly Full time 40 Engineering Technician 656 Active 2/15/1987 Male 7/25/2012 42.44 Hourly Full time 42.12 Deputy Sheriff	Clark County Clark County	Local 17 Engineers Deputy Sheriff Guild	WA WA	98629 98629	4 5	No No	25,000 25,000	25,000 25,000							2 N/A	LTD	Buy-up
657 Active 1/6/1994 Female 8/7/2012 22.19 Hourly Full time 40 Sheriffs Support Specialist II 658 Active 6/12/1985 Male 8/20/2012 42.44 Hourly Full time 42.12 Deputy Sheriff	Clark County Clark County	Sheriff Support's Guild Deputy Sheriff Guild	WA WA	98604 98604	4	No No	25,000 25,000	25,000 25,000	\$500,000					\$10,000	4 N/A	LTD	
659 Active 10/5/1983 Male 8/20/2012 43.08 Hourly Full time 42.5 Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98662	4	No	25,000	25,000						\$10,000	5	LTD	
660 Active 8/9/1971 Male 8/6/2012 38.16 Hourly Full time 40 Air Quality Specialist II 661 Active 10/26/1957 Female 8/15/2012 26.47 Hourly Full time 40 Office Assistant III	SW Clean Air Agency Clark County	Local 11	WA WA	98604 98684	2 4	No No	1 X Salary 25,000	1 X Salary 25,000	\$100,000						1 2	LTD LTD	
662 Active 11/6/1973 Female 9/24/2012 32.04 Hourly Full time 40 Juvenile Detention Officer 663 Active 5/31/1972 Male 10/8/2012 46.79 Hourly Full time 42.12 Deputy Sheriff	Clark County Clark County	Juvenile Detention Guild Deputy Sheriff Guild	WA WA	98683 98684	4	No No	25,000 25,000	25,000 25,000							6 N/A	LTD	Buy-up
664         Active         11/21/1978         Male         9/19/2012         48.92         Hourly         Full time         40         Engineer III           665         Active         3/3/1980         Male         10/2/2012         35.02         Hourly         Full time         40         Juvenile Probation Counselor	Clark County Clark County	Local 17 Engineers	WA	97236 98682	4	No No	25,000 1 X Salary	25,000 1 X Salary	\$100,000	\$100,000	\$20,000		4/8/1977	\$10,000	2	LTD LTD	
666 Active 6/8/1970 Male 11/13/2012 7,693.00 Monthly Full time 40 Management Analyst Senior	Clark County		WA	98645	1	No	1 X Salary	1 X Salary	\$100,000	\$100,000	\$20,000	\$20,000	10/31/1969	\$10,000	1	LTD	Buy-up
667 Active 5/21/1979 Male 12/3/2012 11,138.00 Monthly Full time 40 Deputy Prosecuting Attorney, Sr 668 Active 1/10/1974 Male 11/2/2012 7,170.00 Monthly Full time 40 Program Coordinator I	Clark County CRESA		WA WA	98607 97217	1 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$100,000	\$100,000				\$10,000	1 1	LTD LTD	Buy-up
669 Active 9/19/1977 Male 11/30/2012 10,093.00 Monthly Full time 40 Audit Services Manager 670 Active 7/13/1962 Male 11/26/2012 15,035.00 Monthly Full time 40 Director	Clark County CRESA		WA WA	98604 97089	1 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$50,000 \$60,000		\$20,000 \$20,000		2/5/1978 2/22/1964		1	LTD LTD	Buv-up
671 Active 7/10/1980 Female 1/23/2013 32.44 Hourly Full time 40 Food Services Coordinator	Clark County	Sheriff Support's Guild	WA	98661	4	No	25,000	25,000	\$20,000		\$20,000		2/22/1001		4	LTD	Buy-up
673 Active 5/24/1968 Male 2/4/2013 10,130.00 Monthly Full time 40 Program Manager III	Clark County CRESA	Corrections Deputy Guild	WA WA	98686 98685	4 1	No	25,000 1 X Salary	25,000 1 X Salary	\$100,000	\$100,000	\$20,000	\$20,000	3/16/1972		5	LTD LTD	
674 Active 4/22/1973 Female 2/19/2013 39.84 Hourly Full time 40 Dispatcher 675 Active 7/27/1954 Female 2/19/2013 28.05 Hourly Full time 40 Family Assistance Specialist	CRESA Clark County	CRESA Dispatcher Guild	WA WA	97233 98686	3 2	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$130,000 \$90,000	\$130,000	\$20,000 \$50,000	\$20,000 \$50,000	9/15/1972 3/27/1951	\$10,000	3 1	LTD LTD	
676 Active 5/16/1983 Female 2/11/2013 40.87 Hourly Part time 32 Epidemiologist 677 Active 2/23/1982 Male 2/19/2013 28.87 Hourly Full time 40 Grounds Maintenance Specialist	Clark County Clark County	Local 335 Local 307	WA WA	98683 98604	4	No No	25,000 25,000	25,000 25,000	\$300,000	\$300,000	\$20,000	\$20,000	11/12/1982		2	LTD LTD	
678 Active 8/20/1963 Male 3/4/2013 28.87 Hourly Full time 40 Grounds Maintenance Specialist	Clark County	Local 307	WA	97219	4	No	25,000	25,000	φ000,000	\$500,000	ψ20,000	φ20,000	11/12/1302		2	LTD	
679 Active 4/3/1984 Male 3/1/2013 31.52 Hourly Full time 40 Parks & Vegetation Specialist 680 Active 10/21/1988 Male 4/2/2013 32.13 Hourly Full time 40 Weed Management Field Inspector	Clark County Lead Clark County	Local 307 Local 17 Engineers	WA WA	98674 98661	4	No No	25,000 25,000	25,000 25,000							2	LTD LTD	
681 Active 2/12/1979 Male 4/8/2013 40.22 Hourly Full time 40 Engineering Technician Senior 682 Active 8/9/1968 Female 5/14/2018 22.74 Hourly Full time 40 Sheriff's Support Specialist II	Clark County Clark County	Local 17 Engineers Sheriff Support's Guild	WA WA	98663 98675	4	No No	25,000 25,000	25,000 25,000							2	LTD LTD	
683 Active 2/17/1958 Male 4/16/2013 38.26 Hourly Full time 40 Traffic Signal Technician Senior 684 Active 6/2/1977 Female 5/1/2013 8.084.00 Monthly Full time 40 Healthy Communities Program Mar	Clark County	Local 17 Engineers	WA	98683 97211	4	No	25,000 1 X Salary	25,000 1 X Salary	\$50,000	\$50,000	\$20,000	\$20,000	3/12/1970		2	LTD LTD	
685 Active 11/9/1988 Female 5/2/2013 6,635.00 Monthly Full time 40 Forensic Interviewer	Clark County		WA	98683	1	No	1 X Salary	1 X Salary		\$30,000	φ20,000	920,000	5/12/19/0		1	LTD	
686 Active 10/24/1974 Male 5/13/2013 10,624.00 Monthly Full time 40 IT Professional V 687 Active 7/2/1969 Female 5/8/2013 6,161.00 Monthly Full time 40 Program Compliance PCII	Clark County Clark County	IT Guild	WA WA	98662 98604	1 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$100,000					\$10,000	2 1	LTD LTD	
688 Active 10/10/1979 Female 5/13/2013 5,722.00 Monthly Full time 40 Program Coordinator I 689 Active 11/21/1986 Female 5/16/2013 44.35 Hourly Full time 40 Engineer III	Clark County Clark County	Local 17 Engineers	WA WA	98683 98642	1 4	No No	1 X Salary 25,000	1 X Salary 25,000	\$80,000	\$80,000	\$20,000	\$20,000	4/27/1978	\$10,000	1	LTD LTD	Buy-up
690 Active 12/7/1972 Male 5/23/2013 30.01 Hourly Full time 40 Traffic Control Technician 691 Active 3/9/1986 Female 6/3/2013 10,602.00 Monthly Full time 40 Deputy Prosecuting Attorney Senior	Clark County Clark County	Local 307	WA	98626 98607	4	No	25,000 1 X Salary	25,000 1 X Salary							2	LTD	
692 Active 1/25/1988 Female 6/5/2013 25.84 Hourly Full time 40 Accounting Assistant III	Clark County	Local 11	WA	98682	4	No	25,000	25,000							2	LTD	
693 Active 2/25/1973 Male 7/8/2013 9.848.00 Monthly Full time 40 Deputy Prosecuting Attorney I 694 Active 5/31/1982 Female 6/17/2013 29.28 Hourly Full time 40 Engineering Technician	Clark County Clark County	Local 17 Engineers	WA WA	98663 98665	4	No No	1 X Salary 25,000	1 X Salary 25,000							1	LTD LTD	
695 Active 5/3/1983 Male 6/27/2013 9,144.00 Monthly Full time 40 GIS Analyst 696 Active 1/14/1970 Female 6/24/2013 6.801.00 Monthly Full time 40 Office Manager	Clark County Clark County		WA WA	98661 98665	1 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary							1 1	LTD LTD	
697 Active 10/7/1957 Female 6/26/2013 27.78 Hourly Full time 40 Legal Secretary II 698 Active 8/27/1985 Female 7/8/2013 28.49 Hourly Full time 40 Legal Assistant	Clark County Clark County	Local 11 Local 11	WA WA	98665 98607	4	No No	25,000 25,000	25,000 25,000	\$500,000		\$20,000		2/28/1983		2	LTD LTD	
699 Active 6/20/1988 Female 7/1/2013 31.07 Hourly Full time 40 Corrections Counselor	Clark County	Local 11	WA	98606	4	No	25,000	25,000	\$50,000		φ20,000		2/20/1905		2	LTD	_
700 Active 4/16/1975 Female 7/16/2013 9,848.00 Monthly Full time 40 Interim Facilities Management Mana 701 Active 6/9/1968 Female 7/29/2013 30.30 Hourty Full time 40 Victim Advocate	ger Clark County Clark County	Local 11	WA WA	98607 98671	1 4	No No	1 X Salary 25,000	1 X Salary 25,000						\$10,000	1 2	LTD LTD	Buy-up
702 Active 9/15/1957 Female 8/5/2013 26.47 Hourly Full time 40 Office Assistant III 703 Active 6/25/1982 Male 4/22/2022 8,706.00 Monthly Full time 40 County Surveyor	Clark County Clark County	Local 307	WA WA	98661 98684	4 1	No No	25,000 1 X Salary	25,000 1 X Salary	\$30,000						2	LTD LTD	Buy-up
704 Active 9/15/1971 Male 9/11/2013 39.84 Hourly Full time 40 Dispatcher 705 Active 10/27/1957 Female 9/25/2013 32.44 Hourly Full time 40 Food Services Coordinator	CRESA Clark County	CRESA Dispatcher Guild Sheriff Support's Guild	WA WA	98626 98686	3	No No	1 X Salary 25,000	1 X Salary 25,000	\$100,000	\$100,000	\$20,000	\$20,000	1/8/1971		3	LTD LTD	Buy-up
706 Active 4/25/1983 Female 9/23/2013 5,722.00 Monthly Full time 40 Program Coordinator I	Clark County		WA	98607	1	No	1 X Salary	1 X Salary							1	LTD	Duy-up
707 Active 5/20/1986 Male 1/27/2015 42.44 Hourly Full time 42.12 Deputy Sheriff 708 Active 11/27/1974 Male 10/1/2013 34.55 Hourly Full time 40 Personal Property Auditor Appraise	Clark County III Clark County	Deputy Sheriff Guild Local 17 Appraisers	WA WA	98642 98686	5 4	No No	25,000 25,000	25,000 25,000	\$500,000 \$70,000	\$500,000	\$500,000 \$90,000	\$500,000	6/5/1987 9/22/1977	\$10,000 \$10,000	N/A 2	LTD	Buy-up
709 Active 12/11/1985 Male 10/7/2013 9,848.00 Monthly Full time 40 Deputy Prosecuting Attorney II 710 Active 10/8/1987 Female 10/16/2013 6,635.00 Monthly Full time 40 Management Analyst Senior	Clark County Clark County		WA WA	97212 98683	1 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$150,000						1 1	LTD LTD	
711 Active 11/5/1983 Female 10/21/2013 33.75 Hourly Full time 40 Real Property Appraiser III 712 Active 9/20/1980 Male 11/12/2013 39.99 Hourly Full time 40 Real Property Appraiser IV	Clark County Clark County Clark County	Local 17 Appraisers Local 17 Appraisers	WA	98682 98660	4	No	25,000 25,000	25,000 25,000	\$400,000	\$400,000					2	LTD	Buy-up Buy-up
713 Active 3/30/1968 Female 9/10/2015 25.19 Hourly Full time 40 Legal Secretary I	Clark County	Local 17 Appraisers Local 11	WA	98685	4	No	25,000	25,000	\$50,000	\$50,000	\$20,000	\$20,000	6/22/1965	\$10,000	2	LTD	Buy-up Buy-up
714 Active 4/8/1982 Male 12/2/2013 39.67 Hourly Full time 40 Facilities Maintenance Specialist Le 715 Active 10/23/1970 Male 11/27/2013 40.87 Hourly Full time 40 Plans Examiner Senior	ad Clark County Clark County	Local 307	WA WA	98685 98604	2 4	No No	1 X Salary 25,000	1 X Salary 25,000						\$10,000	1 2	LTD LTD	
716 Active 11/26/1988 Female 11/18/2013 6,635.00 Monthly Full time 40 Communications Specialist 717 Active 4/17/1961 Male 12/2/2013 7,367.00 Monthly Full time 40 IT Professional III	Clark County Clark County	IT Guild	WA WA	98146 98682	1 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary								LTD LTD	
718 Active 5/22/1986 Female 12/22013 10.344.00 Monthly Full time 40 Deputy Prosecuting Attorney Senior 719 Active 2/1/1987 Male 12/9/2013 26.71 Hourly Full time 40 Facilities Helper Lead	Clark County Clark County		WA	97212 98661	1	No No	1 X Salary 1 X Salary 1 X Salary	1 X Salary 1 X Salary 1 X Salary							1	LTD	
720 Active 5/23/1975 Male 12/9/2013 7,145.00 Monthly Full time 40 Program Coordinator I	Clark County		WA	97214	1	No	1 X Salary	1 X Salary							1	LTD	
721         Active         5/13/1981         Female         2/18/2014         34.72         Hourly         Full time         40         Engineering Technician Senior           722         Active         9/20/1971         Female         1/6/2014         51.32         Hourly         Full time         40         Traffic Signals Engineer	Clark County Clark County	Local 17 Engineers Local 17 Engineers	WA WA	98663 98604	4	No No	25,000 25,000	25,000 25,000	\$50,000		\$70,000		6/17/1979			LTD LTD	
723 Active 5/27/1970 Male 1/6/2014 14,193.39 Monthly Full time 40 Executive Director	Regional Transportation	1	WA	98607	1	No	1 X Salary	1 X Salary							1	LTD	Buy-up
724 Active 1/11/1987 Male 1/21/2014 44.56 Hourly Full time 42.12 Deputy Sheriff 725 Active 1/16/1957 Female 12/26/2013 7,505.00 Monthly Full time 40 Program Coordinator I	Clark County Clark County	Deputy Sheriff Guild	WA	98682 98607	5	No No	25,000 1 X Salary	25,000 1 X Salary	\$500,000		\$100,000		6/1/1986	\$10,000	N/A 1	LTD	
726 Active 10/29/1977 Male 1/21/2014 42.44 Hourly Full time 42.12 Deputy Sheriff	Clark County	Deputy Sheriff Guild	WA	98662	5	No	25,000	25,000	\$350,000						N/A	LIU	Buy-up
727 Active 5/9/1988 Male 1/21/2014 42.44 Hourly Full time 42.12 Deputy Sheriff 728 Active 2/9/1978 Female 1/21/2014 26.47 Hourly Full time 40 Legal Secretary II	Clark County Clark County	Deputy Sheriff Guild Local 11	WA WA	98671 98607	5 4	No No	25,000 25,000	25,000 25,000							N/A 2	LTD	
729 Active 6/30/1968 Female 1/21/2014 24.81 Hourly Full time 40 Sheriffs Support Specialist III 730 Active 9/17/1977 Female 1/21/2014 34.93 Hourly Full time 40 Civil Division Supervisor	Clark County Clark County	Sheriff Support's Guild Sheriff Support's Guild	WA WA	98663 98604	4 4	No No	25,000 25,000	25,000 25,000							4	LTD LTD	
	Grant Oburty						,000	,500									

731 Ac	tive 9	9/13/1965	Male	2/24/2014	8,084.00	Monthly	Full time	40	Program Coordinator II	Clark County		WA	98685	1	No	1 X Salary	1 X Salary							1 LTD		
		12/26/1960 11/5/1987	Male Female	4/1/2014 3/3/2014	24.82 36.00	Hourly	Full time Full time	40 40	Facilities Maintenance Helper Probation Services Case Manager	Clark County Clark County	Local 11	WA WA	98682 98665	2 4	No No	1 X Salary 25,000	1 X Salary 25,000							1 LTD 2 LTD	Buy-u	ıp
734 Ac	tive 1	12/11/1980	Male Male	3/14/2014	28.90	Hourly	Full time	40 40	Probation Services Case Manager	Clark County	Local 11	WA WA	98607	4	No	25,000	25,000	\$100,000	¢400.000	\$20,000		8/20/1988	\$10,000	2 LTD		
736 Ac	tive 8	9/1/1977 8/15/1990	Female	4/7/2014 4/16/2014	38.73 26.08	Hourly Hourly	Full time Full time	40	Natural Resources Specialist II Juvenile Services Associate	Clark County Clark County	Local 307	WA	98642 97210	4 2	No No	25,000 1 X Salary	25,000 1 X Salary	\$100,000	\$100,000					2 LTD 1 LTD		
		6/14/1966 7/6/1974	Male Male	4/17/2014 4/14/2014	31.03 33.26	Hourly Hourly	Full time Full time	40 40	Grounds Maintenance Crew Chief Grounds Maintenance Crew Chief	Clark County Clark County	Local 307 Local 307	WA WA	98685 97213	4 4	No No	25,000 25,000	25,000 25,000							2 LTD 2 LTD	Buy-u	ıp
739 Ac	tive 1	11/30/1974	Male	4/28/2014	11,417.00	Monthly	Full time	40	Deputy Prosecuting Attorney Senior	Clark County	Eddaroon	WA	98642	1	No	1 X Salary	1 X Salary							1 LTD		
		6/26/1986 9/17/1968	Female Female	5/19/2014 11/8/2021	6,801.00 23.08	Monthly Hourly	Full time Full time	40 40	Program Coordinator II PIC NonExempt	Clark County Partners in Careers		WA WA	98682 98642	1 2	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary							1 LTD 3 LTD		
		2/22/1984 N 2/14/1977	ot declared Male	5/5/2014 5/19/2014	10,093.00 30.01	Monthly Hourly	Full time Full time	40 40	Deputy Prosecuting Attorney Senior Heavy Equipment Operator	Clark County Clark County	Local 307	WA WA	98607 98604	1	No No	1 X Salary 25,000	1 X Salary 25,000	\$100,000						1 LTD 2 LTD	Buy-u	un
744 Ac	tive 4	4/23/1981	Male	5/22/2014	31.65	Hourly	Full time	40	Highway Maintenance Crew Chief	Clark County	Local 307	WA	98682	4	No	25,000	25,000						\$10,000	2 LTD	Buy-u	
		7/3/1988 6/21/1975	Male Female	5/19/2014 5/27/2014	7,905.00 11.717.00	Monthly Monthly	Full time Full time	40 40	IT Professional IV Director Budget	Clark County Clark County	IT Guild	WA WA	98642 98682	1 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary							2 LTD 1 LTD		
747 Ac	tive 8	8/25/1972	Female	5/27/2014	5,581.00	Monthly	Full time	40	Sheriff's HR Representative Assistant	Clark County	0	WA	98682	1	No	1 X Salary	1 X Salary	\$100,000	\$100,000				\$10,000	1 LTD	Buy-u	qı
		4/12/1989 2/16/1967	Female Female	5/27/2014 5/27/2014	25.89 23.90	Hourly Hourly	Full time Full time	40 40	Logistics Assistant Sheriffs Support Specialist II	Clark County Clark County	Sheriff Support's Guild Sheriff Support's Guild	WA WA	98682 98666	4	No No	25,000 25,000	25,000 25,000							4 LTD 4 LTD		
		1/13/1970 12/8/1991	Female Male	6/2/2014 6/9/2014	40.87 35.17	Hourly Hourly	Full time Full time	40 40	Plans Examiner Senior Probation Services Case Manager	Clark County Clark County	Local 307 Local 11	WA WA	98683 98674	4	No No	25,000 25,000	25,000 25.000	\$100,000	\$100,000	\$20,000	\$20,000	1/22/1970	\$10,000	2 LTD 2 LTD		
752 Ac	tive	3/6/1977	Male	6/9/2014	7,505.00	Monthly	Full time	40	Facilities Management Crew Supervisor	Clark County	Loodi III	WA	98685	1	No	1 X Salary	1 X Salary							1 LTD		
		1/23/1979 12/12/1975	Male Male	6/19/2014 7/1/2014	11,138.00 6,801.00	Monthly Monthly	Full time Full time	40 40	Deputy Prosecuting Attorney Senior Program Coordinator I	Clark County Clark County		WA WA	98642 97202	1 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$60,000	\$60,000				\$10,000	1 LTD 1 LTD		
		5/12/1979 7/31/1970	Female Female	7/1/2014 7/1/2014	6,635.00 39.92	Monthly Hourly	Full time Full time	40 40	Program Coordinator I Public Health Nurse II	Clark County Clark County	Local 335	WA WA	97086 98683	1	No No	1 X Salary 25,000	1 X Salary 25,000	\$100,000 \$100,000		\$20,000		4/16/1967	\$10,000 \$10,000	1 LTD 2 LTD		
750 Ac		6/16/1989	Female	7/16/2014	10,093.00	Monthly	Full time	40	Deputy Prosecuting Attorney Senior	Clark County	LUCAI 555	WA	98660	4	No	1 X Salary	1 X Salary	\$100,000		\$20,000		4/10/1907		1 LTD		
		4/19/1979 10/11/1961	Female Male	7/21/2014 7/22/2014	28.54 28.87	Hourly Hourly	Full time Full time	40 40	Permit Technician Grounds Maintenance Specialist	Clark County Clark County	Local 307 Local 307	WA WA	98661 98686	4 4	No No	25,000 25,000	25,000 25,000						\$10,000	2 LTD 2 LTD		
760 Ac	tive 4	4/28/1985	Male	7/21/2014	37.34	Hourly	Full time	40	Environmental Health Specialist II	Clark County	Local 335	WA	98661	4	No	25,000	25,000							2 LTD	Buy-u	qr
		4/2/1975 8/13/1974	Male Female	7/28/2014 7/28/2014	30.01 33.31	Hourly Hourly	Full time Full time	40 40	Heavy Equipment Operator Permit Technician Lead	Clark County Clark County	Local 307 Local 307	WA WA	98626 98604	4	No No	25,000 25,000	25,000 25,000							2 LTD 2 LTD		
		4/1/1985 6/3/1987	Male Male	8/11/2014 8/11/2014	9,624.00 28.04	Monthly Hourly	Full time Full time	40 40	IT Professional V Accountant	Clark County Clark County	IT Guild Local 11	WA WA	98629 98604	1	No No	1 X Salary 25,000	1 X Salary 25,000	\$350,000	\$350,000	\$20,000	\$20,000	11/1/1984	\$10,000	2 LTD 2 LTD		
765 Ac	tive 4	4/23/1976	Male	8/4/2014	37.83	Hourly	Full time	40	Facilities Maint Specialist	Clark County		WA	98629	2	No	1 X Salary	1 X Salary	\$100,000						1 LTD		
		3/4/1986 2/9/1983	Female Male	8/18/2014 9/3/2014	23.99 40.74	Hourly Hourly	Full time Full time	40 42.5	Office Assistant III Corrections Deputy	Clark County Clark County	Local 307 Corrections Deputy Guild	WA WA	98683 98604	4 4	No No	25,000 25,000	25,000 25,000	\$500,000					\$10,000	2 LTD 5 LTD		
768 Ad	tive 1	12/14/1974 10/4/1974	Female Female	9/22/2016 10/6/2014	16,500.00 8,084.00	Monthly Monthly	Full time Full time	40 40	County Manager Program Coordinator II	Clark County		WA WA	98604 98606	1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary			\$100.000		10/25/1069		1 LTD 1 LTD		
770 Ac		8/19/1975	Male	9/2/2014	15,129.00	Monthly	Full time	40	Executive Director	Clark County SW Clean Air Agency		WA	98682	1	No	1 X Salary	1 X Salary	\$100,000		\$100,000		10/25/1968	\$10,000	1 LTD		
		3/7/1996 6/22/1982	Female Male	7/8/2019 9/21/2016	21.66 9,606.00	Hourly Monthly	Full time Full time	40 40	Sheriffs Support Specialist II Administrative Serv Mgr III	Clark County Clark County	Sheriff Support's Guild	WA WA	98632 98665	4 1	No No	25,000 1 X Salary	25,000 1 X Salary							4 LTD 1 LTD		
773 Ac	tive 4	4/16/1975	Female	10/1/2014	6,473.00	Monthly	Full time	40	Program Manager I	Clark County		WA	98668	1	No	1 X Salary	1 X Salary							1 LTD		
		3/6/1985 11/30/1965	Female Female	10/21/2014 10/28/2014	40.74 25.19	Hourly Hourly	Full time Full time	42.5 40	Corrections Deputy Joint Lobby Specialist III	Clark County Clark County	Corrections Deputy Guild Local 11	WA WA	98604 98665	4	No No	25,000 25,000	25,000 25,000	\$500,000					\$10,000	5 LTD 2 LTD		
		2/15/1974 10/17/1994	Female Female	11/17/2014 10/16/2015	27.12 23.99	Hourly Hourly	Full time Full time	40 40	Legal Assistant Office Assistant III	Clark County Clark County	Local 11 Local 307	WA WA	98685 98684	4	No No	25,000 25,000	25,000 25,000	\$100,000 \$50,000						2 LTD 2 LTD		
778 Ac	tive 7	7/19/1964	Female	1/5/2015	11,417.00	Monthly	Full time	40	Deputy Director Public Health	Clark County	Local 307	WA	98685	1	No	1 X Salary	1 X Salary	\$30,000						1 LTD	Buy-u	qu
		3/6/1966 4/28/1985	Female Male	2/7/2000 1/20/2015	5,021.93 47.70	Monthly Hourly	Full time Full time	40 40	Office Administrator Engineer III	LCFRB Clark County	Local 17 Engineers	WA WA	98626 98683	1 4	No No	1 X Salary 25,000	1 X Salary 25,000							1 LTD 2 LTD		
781 Ac	tive 1	11/27/1979	Male	1/14/2015	16,120.58	Monthly	Full time	40	District Court Judge	Clark County		WA	98664	1	No	1 X Salary	1 X Salary							1 LTD		
		7/30/1961 9/30/1968	Male Female	1/23/2015 1/20/2015	28.14 7,505.00	Hourly Monthly	Full time Full time	40 40	Grounds Maintenance Specialist Program Coordinator I	Clark County Clark County	Local 307	WA WA	98661 98665	4	No No	25,000 1 X Salary	25,000 1 X Salary							2 LTD 1 LTD		
		8/8/1981 9/22/1991	Male Male	2/3/2015 1/27/2015	33.35 44.62	Hourly Hourly	Full time Full time	40 40	Plans Examiner Sergeant	Clark County Clark County	Local 307 Deputy Sheriff Guild	WA WA	98685 98604	4	No No	25,000 25,000	25,000 25,000						\$10,000	2 LTD N/A		
786 Ac	tive 1	1/27/1989	Male	1/27/2015	42.44	Hourly	Full time	42.12	Deputy Sheriff	Clark County	Deputy Sheriff Guild	WA	98604	5	No	25,000	25,000	\$380,000					<b>*</b> 40.000	N/A		
		12/17/1981 4/22/1976	Male Female	1/27/2015 2/11/2015	42.44 6,801.00	Hourly Monthly	Full time Full time	42.12 40	Deputy Sheriff Program Coordinator I	Clark County Clark County	Deputy Sheriff Guild	WA WA	97007 98663	5 1	No No	25,000 1 X Salary	25,000 1 X Salary	\$100,000					\$10,000	N/A 1 LTD		
		8/24/1975 5/8/1960	Female Female	1/14/2016 2/17/2015	25.84 7,322.00	Hourly Monthly	Full time Full time	40 40	Joint Lobby Specialist Senior Communication Specialist	Clark County Clark County	Local 11	WA WA	98685 98685	4	No No	25,000 1 X Salary	25,000 1 X Salary						\$10,000	2 LTD 1 LTD	Buy-u	un
791 Ac	tive	8/9/1979	Female	3/2/2015	12,013.00	Monthly	Full time	40	Chief Deputy Treasurer	Clark County		WA	98665	1	No	1 X Salary	1 X Salary	\$400,000	\$400,000	\$20,000	\$20,000	4/2/1976		1 LTD	Duy-u	P
		4/22/1961 11/13/1978	Male Female	3/16/2015 3/9/2015	9,848.00 39.84	Monthly Hourly	Full time Full time	40 40	Program Manager II Dispatcher	Clark County CRESA	CRESA Dispatcher Guild	WA WA	98664 98664	1 3	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$100,000					\$10,000	1 LTD 3 LTD	Buy-u	Jp
794 Ad		12/31/1978 3/26/1970	Female Female	3/18/2015 3/23/2015	33.75 29.74	Hourly	Full time Full time	40 40	Real Property Appraiser IV Juvenile Detention Officer	Clark County Clark County	Local 17 Appraisers Juvenile Detention Guild	WA WA	98639 98629	4	No No	25,000 25,000	25,000 25,000	\$500,000	\$500,000	\$500,000	\$500,000	10/5/1977	\$10,000 \$10,000	2 LTD 6 LTD	Buy-u	
796 Ac		10/20/1994	Male	3/23/2015	8,102.00	Monthly	Full time	40	IT Professional IV	Clark County	IT Guild	WA	98629	1	No	1 X Salary	1 X Salary						φ10,000	2 LTD	Duy-u	.p
		3/2/1981 7/22/1988	Female Male	3/24/2015 3/31/2015	40.74 40.74	Hourly Hourly	Full time Full time	42.5 42.5	Corrections Deputy Corrections Deputy	Clark County Clark County	Corrections Deputy Guild Corrections Deputy Guild	WA WA	98642 98674	4	No No	25,000 25,000	25,000 25,000	\$70,000	\$100,000	\$20,000	\$20,000	3/31/1986		5 LTD 5 LTD		
799 Ac	tive 8	8/28/1987	Male Male	4/1/2015	31.33	Hourly	Full time	40 40	Field Technician	Clark County	Local 17 Engineers	WA WA	97267 98686	4	No No	25,000	25,000 1 X Salary							2 LTD 2 LTD		
		3/16/1970 5/10/1973	Male	4/14/2015 3/31/2015	9,872.00 6,473.00	Monthly	Full time Full time	40	IT Professional IV Program Coordinator I	Clark County Clark County	IT Guild	WA	98685	1	No	1 X Salary 1 X Salary	1 X Salary 1 X Salary							2 LTD 1 LTD		
		7/25/1978 7/27/1959	Male Female	4/16/2015 4/22/2015	42.42 26.74	Hourly Hourly	Full time Full time	40 40	Building Inspector III Accountant	Clark County Clark County	Local 307 Local 11	WA WA	98642 98642	4	No No	25,000 25,000	25,000 25,000			\$20,000	\$20,000	2/10/1959	\$10,000	2 LTD 2 LTD		
804 Ac	tive 1	11/11/1974	Male	5/4/2015	10,093.00	Monthly	Full time	40	Information Technology Manager I	Clark County		WA	98686	1	No	1 X Salary	1 X Salary			φ20,000	φ20,000	2/10/1303		1 LTD		
		10/19/1987 12/16/1983	Male Male	4/28/2015 4/28/2015	40.74 44.56	Hourly Hourly	Full time Full time	42.5 42.12	Corrections Deputy Deputy Sheriff	Clark County Clark County	Corrections Deputy Guild Deputy Sheriff Guild	WA WA	98682 98682	4 5	No No	25,000 25,000	25,000 25,000							5 LTD N/A		
807 Ac	tive 2	2/16/1968	Female	5/13/2015	24.62	Hourly	Full time	40 40	Accounting Assistant II	Clark County	Local 11	WA WA	98604 98671	4	No	25,000	25,000	\$230,000	\$230,000	\$250,000	\$250,000	8/11/1968	\$10,000	2 LTD 2 LTD		
	tive	2/8/1978	Female Female	5/11/2015 5/11/2015	23.26 11,417.00	Hourly Monthly	Full time Full time	40	Disease Intervention Specialist Deputy Prosecuting Attorney Senior	Clark County Clark County	Local 335	WA	98685	4	No No	25,000 1 X Salary	25,000 1 X Salary							1 LTD		
		9/13/1966 6/23/1988	Male Male	5/26/2015 5/26/2015	9,848.00 10,093.00	Monthly Monthly	Full time Full time	40 40	GIS Coordinator Deputy Prosecuting Attorney Senior	Clark County Clark County		WA WA	98674 98666	1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$100,000	\$100,000	\$100,000	\$100,000	5/20/1988	\$10,000	1 LTD 1 LTD	Buy-u	ıp
812 Ac	tive 9	9/27/1970	Male	5/26/2015	40.74	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98611	4	No	25,000	25,000			+,000	,			5 LTD	_	
		3/10/1973 1/31/1973	Female Female	6/15/2015 6/1/2015	28.35 9,407.00	Hourly Monthly	Full time Full time	40 40	Administrative Assistant Human Resources Manager	Clark County CRESA		WA WA	98674 98682	2	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$100,000	\$100,000				\$10,000	1 LTD 1 LTD	Buy-u Buy-u	
815 Ac		4/13/1986 7/21/1977	Female Male	6/8/2015 6/10/2015	8,286.00 28.20	Monthly Hourly	Full time Full time	40 40	GIS Analyst Offender Crew Chief	Clark County Clark County	Local 11	WA WA	97203 98684	1	No No	1 X Salary 25,000	1 X Salary 25,000	\$100,000						1 LTD 2 LTD	-	
817 Ac	tive 1	11/6/1980	Male	6/22/2015	8,492.00	Monthly	Full time	40	Engineering Services Manager III	Clark County	2000111	WA	97229	1	No	1 X Salary	1 X Salary	φ100,000					\$10,000	1 LTD		
		6/7/1979 2/6/1984	Female Male	6/17/2015 3/2/2020	23.31 9,407.00	Hourly Monthly	Full time Full time	40 40	Legal Secretary I Program Manager III	Clark County CRESA		WA WA	98685 98642	2 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$200,000		\$200,000		6/19/1984		1 LTD 1 LTD		
820 Ac	tive	3/5/1957	Male	6/24/2015	7,884.00	Monthly	Full time	40	Management Analyst Senior	Clark County		WA	98671	1	No	1 X Salary	1 X Salary			+===,000		2 2. 1007		1 LTD	Buy-u	qr
822 Ad		9/15/1975 9/27/1976	Male Female	7/1/2015 7/6/2015	13,702.50 27.00	Monthly Hourly	Full time Full time	40 40	District Court Commissioner Administrative Assistant	Clark County Clark County		WA WA	98660 98663	2	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$100,000	\$100,000	\$80,000	\$80,000	11/30/1975	\$10,000	1 LTD 1 LTD		
823 Ad	tive 1	10/2/1981	Male Female	6/30/2015 7/20/2015	49.18 7,505.00	Hourly Monthly	Full time Full time	42.12 40	Sergeant Program Manager II	Clark County Clark County	Deputy Sheriff Guild	WA WA	98642 98642	5 1	No No	25,000 1 X Salary	25,000 1 X Salary							N/A 1 LTD		
024 AC		1,00/100/	, cindle	1120/2013	1,303.00	WORLIN	r un unne	40		Clair Coulity			000+2		110	i A Galary	i A Galai y									

826 Ac 827 Ac	tive 7/17/19 tive 4/18/19 tive 3/29/19 tive 5/17/19	83 Female 85 Female	7/13/2015 8/3/2015 8/3/2015 7/30/2015	23.40 9,374.00 7,884.00 42.44	Hourly Monthly Monthly Hourly	Full time Full time Full time Full time	40 40 40 42.12	Office Assistant II Engineering Services Manager III Program Manager II Deputy Sheriff	Clark County Clark County Clark County Clark County	Local 11 Deputy Sheriff Guild	WA WA WA	98686 98683 98686 98642	4 N 1 N 1 N 5 N	lo 1XSa lo 1XSa	alary 1 X Salar alary 1 X Salar		\$100,000				\$10,000	2 1 1 N/A	LTD LTD LTD	Buy-up
830 Ac 831 Ac 832 Ac 833 Ac	tive 7/23/19 tive 1/27/19 tive 8/6/198 tive 10/11/19 tive 4/4/198 tive 12/27/19	64 Male 33 Male 978 Male 99 Female	8/12/2015 9/1/2015 8/17/2015 8/24/2015 1/3/2017 8/31/2015	25.19 30.94 42.92 8,706.00 29.60 21,167.00	Hourly Hourly Hourly Monthly Hourly Monthly	Full time Full time Full time Full time Full time Full time	40 40 40 40 40 40	Joint Lobby Specialist, Senior Supply Officer Natural Resources Specialist III Administrative Services Manager III Bilingual Victim Advocate Chief Medical Examiner	Clark County Clark County Clark County Clark County Clark County Clark County	Local 11 Local 1432 Local 307 Local 11	WA WA WA WA WA	98663 98642 98660 97233 98671 98664	4 N 4 N 4 N 1 N 4 N 1 N	lo 25,0 lo 25,0 lo 1 X Sa lo 25,0	000 25,000 000 25,000 alary 1 X Salar 000 25,000						\$5,000		LTD LTD LTD LTD LTD LTD LTD	
836 Ac 837 Ac	tive 2/7/19 tive 9/16/19 tive 8/28/19 tive 9/2/19	71 Female 81 Female	8/28/2015 8/31/2015 9/8/2015 9/14/2015	28.14 22.74 5,865.00 15.85	Hourly Hourly Monthly Hourly	Full time Full time Full time Part time	40 40 40 20	Grounds Maintenance Specialist Sheriffs Support Specialist II Office Manager Office Aide	Clark County Clark County Clark County Clark County	Local 307 Sheriff Support's Guild	WA WA WA	97215 98662 98674 98664	4 N 4 N 1 N 2 N	lo 25,0 lo 1 X Sa	000 25,000 alary 1 X Salar			\$20,000		6/16/1981	\$10,000	4	LTD LTD LTD LTD	Buy-up
839 Ac 840 Ac	tive 11/13/19 tive 6/30/19 tive 11/2/19	77 Female 72 Female	9/14/2015 9/29/2015 10/1/2015	37.96 28.70 36.49	Hourly Hourly Hourly	Full time Full time Full time	40 40 40	Dispatcher Property Technician Traffic Signal Technician Senior	CRESA Clark County Clark County	CRESA Dispatcher Guild Sheriff Support's Guild Local 17 Engineers	WA WA WA	98684 98604 98682	3 N 4 N 4 N	lo 1 X Sa lo 25,0	alary 1 X Salar 000 25,000		\$100,000	\$20,000 \$20,000	\$20,000	11/7/1976 1/14/1973	\$10,000 \$10,000	3 4 2	LTD LTD LTD	
843 Ac 844 Ac		92 Female 66 Male	10/27/2015 10/20/2015 10/19/2015	49.13 26.85 36.68	Hourly Hourly Hourly	Full time Full time Full time	42.12 40 40	Deputy Sheriff Department Information Systems Coordinator I Weatherization Specialist II	Clark County Clark County Clark County	Deputy Sheriff Guild Local 11	WA WA WA	98682 98632 98665	5 N 4 N 2 N	lo 25,0 lo 1 X Sa	000 25,000 alary 1 X Salar	\$100,000	\$100,000					N/A 2 1	LTD LTD	
846 Ac 847 Ac		83 Male 88 Female	10/26/2015 10/27/2015 10/30/2015 11/9/2015	23.40 30.93 24.62 35.62	Hourly Hourly Hourly Hourly	Full time Full time Full time Full time	40 40 40 40	Office Assistant II Food Services Coordinator Legal Secretary II Engineering Technician Senior	Clark County Clark County Clark County Clark County	Local 307 Sheriff Support's Guild Local 11 Local 17 Engineers	WA WA WA	98685 98663 98662 98683	4 N 4 N 4 N 4 N	lo 25,0 lo 25,0	000 25,000 000 25,000	\$100,000		\$20,000		1/12/1979	\$10.000	2 4 2 2	LTD LTD LTD LTD	
849 Ac 850 Ac 851 Ac	tive 3/15/19 tive 9/2/198 tive 9/5/198	72 Female 82 Male 89 Female	11/30/2015 12/16/2015 11/30/2015	25.64 40.46 10,093.00	Hourly Hourly Monthly	Full time Full time Full time	40 40 40	Judicial Assistant (Superior Court) Facilities Maintenance Specialist Lead Deputy Prosecuting Attorney Senior	Clark County Clark County Clark County	Loodi in Liigiloolo	WA WA WA	98603 98664 98682	2 N 2 N 1 N	lo 1 X Sa lo 1 X Sa lo 1 X Sa	alary 1 X Salai alary 1 X Salai alary 1 X Salai alary 1 X Salai			\$20,000		1,12,1010	ф10,000	1 1 1	LTD LTD LTD	Buy-up
854 Ac	tive 2/16/19 tive 7/25/19 tive 1/1/196 tive 2/14/19	90 Male 88 Female	12/7/2015 11/30/2015 12/7/2015 12/15/2015	10,093.00 22.82 31.97 31.17	Monthly Hourly Hourly Hourly	Full time Full time Full time Full time	40 40 40 40	Program Manager III Records Specialist - Office Assistant III Planning Technician II Planning Technician II	Clark County Clark County Clark County Clark County	Local 11 Local 307 Local 307	WA WA WA	98660 98682 98665 98626	1 N 4 N 4 N 4 N	lo 25,0 lo 25,0	000 25,000 000 25,000	/						1 2 2 2	LTD LTD LTD LTD	
856 Ac 857 Ac 858 Ac	tive 11/28/19 tive 9/12/19 tive 4/23/19	087 Male 68 Male 64 Male	12/28/2015 12/28/2015 12/22/2015	9,606.00 30.74 9,360.83	Monthly Hourly Monthly	Full time Full time Full time	40 40 40	Deputy Prosecuting Attorney II Permit Technician Executive Director	Clark County Clark County LCFRB	Local 307	WA WA WA	98661 98663 98662	1 N 4 N 1 N	lo 1 X Sa lo 25,0 lo 1 X Sa	alary 1 X Salar 000 25,000 alary 1 X Salar	\$100,000	\$100,000	\$20,000	\$20,000	2/22/1970		1	LTD LTD LTD	Buy-up
860 Ac 861 Ac	tive 12/1/19 tive 4/20/19 tive 9/18/19 tive 12/29/19	81 Female 69 Female	12/21/2015 12/21/2015 12/21/2015 1/4/2016	13,258.00 36.61 23.31 37.96	Monthly Hourly Hourly Hourly	Full time Full time Full time Full time	40 40 40 40	Director Information Technology EHS II Sheriff Support Specialist II Dispatcher	Clark County Clark County Clark County CRESA	Local 335 Sheriff Support's Guild CRESA Dispatcher Guild	WA WA WA	98671 98604 98682 98629	1 N 4 N 4 N 3 N	lo 25,0 lo 25,0	000 25,000 000 25,000							2 4	LTD LTD LTD LTD	Buy-up
863 Ac 864 Ac 865 Ac	tive 10/2/19 tive 7/8/196 tive 6/22/19	88 Female 33 Female 66 Male	1/4/2016 2/2/2016 1/25/2016	37.96 9,848.00 9,166.00	Hourly Monthly Monthly	Full time Full time Full time	40 40 40	Dispatcher ERP Reporting Administrator IT Professional IV	CRESA Clark County Clark County	CRESA Dispatcher Guild	WA WA WA	98664 97217 98682	3 N 1 N 1 N	lo 1XSa lo 1XSa lo 1XSa	alary 1 X Salar alary 1 X Salar alary 1 X Salar alary 1 X Salar							3 1 2	LTD LTD LTD	Buy-up
867 Ac 868 Ac	tive 11/4/19 tive 12/29/19 tive 5/13/19 tive 12/30/19	966 Female 88 Female	1/26/2016 2/8/2016 3/29/2016 2/12/2016	40.74 9,606.00 7,535.32 9,872.00	Hourly Monthly Monthly Monthly	Full time Full time Full time Full time	42.5 40 40 40	Corrections Deputy Program Manager II Salmon Recovery Specialist IT Professional IV	Clark County Clark County LCFRB Clark County	Corrections Deputy Guild	WA WA WA WA	98674 98604 97217 98683	4 N 1 N 1 N 1 N	lo 1 X Sa lo 1 X Sa	alary 1 X Salar alary 1 X Salar	/	\$100,000	\$20,000	\$20,000	3/8/1965		1 1	LTD LTD LTD LTD	Buy-up
870 Ac 871 Ac 872 Ac	tive 3/13/19	80 Female 86 Male	2/7/2022 3/7/2016 3/7/2016	5,666.67 32.93 38.12	Monthly Hourly Hourly	Full time Full time Full time	40 40 40	PIC Exempt Weed Management Field Inspector, Lead Real Property Appraiser IV-Lead	Partners in Careers Clark County Clark County	Local 17 Engineers Local 17 Appraisers	WA WA WA	98632 98662 98671	2 N 4 N 4 N	lo 1 X Sa lo 25,0	alary 1 X Salar 000 25,000		\$100,000	\$20,000	\$100,000	10/22/1967	\$10,000	3 2 2	LTD LTD LTD	Buy-up
		75 Male 83 Female	2/29/2016 3/28/2016 3/7/2016 3/21/2016	7,188.00 9,144.00 37.96 6,971.00	Monthly Monthly Hourly Monthly	Full time Full time Full time Full time	40 40 40 40	IT Professional III Internal Auditor Principal Dispatcher Management Analyst Senior	Clark County Clark County CRESA Clark County	IT Guild CRESA Dispatcher Guild	WA WA WA	97080 98682 98629 98665	1 N 1 N 3 N 1 N	lo 1XSa lo 1XSa	alary 1 X Salai alary 1 X Salai	/ \$50,000 /	\$50,000				\$10,000 \$10,000 \$10,000	1 3	LTD LTD LTD LTD	Buy-up
877 Ac 878 Ac	tive 3/18/19	87 Female 87 Male	3/30/2016 5/2/2016 4/4/2016	42.44 38.73 12,019.00	Hourly Hourly Monthly	Full time Full time Full time	40 42.12 40 40	Deputy Sheriff Forester Deputy Director 911 Operations	Clark County Clark County Clark County CRESA	Deputy Sheriff Guild Local 307	WA WA WA	98629 98684 97062	5 N 4 N 1 N	lo 25,0 lo 25,0	000 25,000 000 25,000						\$10,000	N/A 2 1	LTD LTD LTD	Buy-up Buy-up
		80 Male 68 Female	4/11/2016 4/18/2016 4/26/2016 1/25/2021	42.30 8,524.00 23.31 24.24	Hourly Monthly Hourly Hourly	Full time Full time Full time Full time	40 40 40 40	Radio Technician 911 Technical Support Lead Sheriffs Support Specialist II Sheriffs Accounting Specialist II	CRESA CRESA Clark County Clark County	Sheriff Support's Guild Sheriff Support's Guild	WA WA WA WA	98665 98674 98682 98661	2 N 1 N 4 N 4 N	lo 1 X Sa lo 25,0	alary 1 X Salar 000 25,000								LTD LTD LTD LTD	Buy-up
884 Ac 885 Ac	tive 10/14/19 tive 10/9/19 tive 4/10/19	72 Female 79 Female	4/26/2016 5/2/2016 4/29/2016	30.93 7,322.00 8,492.00	Hourly Monthly Monthly	Full time Full time Full time	40 40 40 40	Food Services Coordinator Public Works Budget Manager Residential Program Manager I	Clark County Clark County Clark County Clark County	Sheriff Support's Guild	WA WA WA	98682 98607 98686	4 N 1 N 1 N	lo 25,0 lo 1 X Sa	000 25,000 alary 1 X Salar			\$20,000		12/18/1981	\$10,000	4 1 1	LTD LTD LTD	
	tive 3/29/19 tive 5/24/19	85 Female 84 Male	5/2/2016 4/28/2016 5/16/2016 5/31/2016	34.31 22.82 29.02 11,417.00	Hourly Hourly Hourly Monthly	Full time Full time Full time Full time	40 40 40 40	Probation Services Case Manager Legal Secretary I Juvenile Detention Officer IT Manager - Application Services	Clark County Clark County Clark County Clark County	Local 11 Local 11 Juvenile Detention Guild	WA WA WA WA	97230 98661 97045 99353	4 N 4 N 4 N 1 N	lo 25,0 lo 25,0	000 25,000 000 25,000	\$100,000 ( \$200.000	\$100,000 \$200,000	\$20,000 \$200,000	\$20,000 \$200,000	11/22/1960 5/2/1974	\$10,000	2	LTD LTD LTD LTD	Buy-up
891 Ac 892 Ac 893 Ac	tive 9/28/19 tive 12/13/19 tive 11/12/19	71 Male 91 Female	5/16/2016 5/16/2016 6/1/2016	7,693.00 24.62 38.42	Monthly Hourly Hourly	Full time Full time Full time	40 40 40	Engineering Services Manager II Program Assistant Building Inspector III	Clark County Clark County Clark County Clark County	Local 11 Local 307	WA WA WA	98686 98661 98642	1 N 4 N 4 N	lo 1 X Sa lo 25,0 lo 25,0	alary 1 X Salar 000 25,000 000 25,000			\$200,000	\$200,000	021014	φ10,000	1 2 2	LTD LTD LTD	
895 Ac 896 Ac	tive 8/30/19 tive 5/4/19 tive 8/16/19 tive 4/12/19	73 Female 84 Male	6/1/2016 6/6/2016 6/6/2016 5/31/2016	26.47 32.77 37.96 25.65	Hourly Hourly Hourly Hourly	Full time Full time Full time Full time	40 40 40 40	Elections Coordinator 911 Call-Taker Dispatcher I Jail Industries Coordinator	Clark County CRESA CRESA Clark County	Local 11 CRESA Dispatcher Guild CRESA Dispatcher Guild Sheriff Support's Guild	WA WA WA WA	98661 98685 98671 98682	4 N 3 N 3 N 4 N	lo 1 X Sa lo 1 X Sa	alary 1 X Salar alary 1 X Salar		\$100,000 \$100,000					2 3 3	LTD LTD LTD LTD	Buy-up Buy-up
898 Ac 899 Ac 900 Ac	tive 4/8/19 tive 2/20/19 tive 10/18/19	4 Female 81 Male 85 Male	7/5/2016 6/13/2016 6/13/2016	7,693.00 7,905.00 9,865.00	Monthly Monthly Monthly	Full time Full time Full time	40 40 40	Technology Program Analyst IT Professional IV IT Professional V	Clark County Clark County Clark County	IT Guild IT Guild	WA WA WA	98682 98683 97203	1 N 1 N 1 N	lo 1 X Sa lo 1 X Sa lo 1 X Sa	alary 1 X Salai alary 1 X Salai alary 1 X Salai alary 1 X Salai	/					\$10,000		LTD LTD LTD	
903 Ac	tive 2/18/19 tive 11/7/19 tive 8/13/19 tive 8/13/19	66 Female 77 Male	6/13/2016 6/20/2016 6/15/2016 6/30/2016	27.45 27.63 10,356.00 9,872.00	Hourly Hourly Monthly Monthly	Full time Full time Full time Full time	40 40 40 40	Highway Maintenance Specialist Program Assistant District Court Administrator Business Systems Analyst	Clark County Clark County Clark County Clark County	Local 307 IT Guild	WA WA WA WA	98604 98604 98683 98664	4 N 2 N 1 N 1 N	lo 1 X Sa lo 1 X Sa	alary 1 X Salar alary 1 X Salar	\$350,000		\$20,000 \$350,000	\$20,000	1/17/1981 5/3/1985	\$10,000 \$10,000	1 1	LTD LTD LTD LTD	Buy-up
905 Ac 906 Ac	tive 9/26/19 tive 9/29/19 tive 6/5/19	64 Male 95 Male	6/21/2016 10/25/2022 7/5/2016	27.45 36.91 30.94	Hourly Hourly Hourly	Full time Full time Full time	40 40 42.5 40	Highway Maintenance Specialist Corrections Deputy Accountant Senior	Clark County Clark County Clark County Clark County	Local 307 Corrections Deputy Guild Local 11	WA WA WA	98674 98642 98665	4 N 4 N 4 N	lo 25,0 lo 25,0	000 25,000 000 25,000	,						2 5 2	LTD LTD LTD	Buy-up
909 Ad 910 Ad	tive 4/11/19 tive 4/11/19 tive 11/2/19	83 Male 66 Male	7/11/2016 7/11/2016 7/6/2016	30.15 25.84 8,513.00	Hourly Hourly Monthly	Full time Full time Full time	40 40 40	Supply & Inventory Fac Maint Worker Environmental Health Assistant IT Professional IV	Clark County Clark County Clark County	Local 335 IT Guild	WA WA WA WA	98606 98665 98685 98662	2 N 4 N 1 N 4 N	lo 25,0 lo 1 X Sa	000 25,000 alary 1 X Salar							2 2	LTD LTD LTD LTD	
911 Ac 912 Ac 913 Ac 914 Ac	tive 4/22/19 tive 10/23/19	78 Male 971 Male	7/25/2016 7/28/2016 7/26/2016 7/27/2016	24.62 9,144.00 27.45 44.56	Hourly Monthly Hourly Hourly	Full time Full time Full time Full time	40 40 40 42.12	Clerks Judicial Proceedings Specialist GIS Coordinator Highway Maintenance Specialist Deputy Sheriff	Clark County Clark County Clark County Clark County	Local 11 Local 307 Deputy Sheriff Guild	WA WA WA	98662 97229 98662 98629	4 N 1 N 4 N 5 N	lo 1 X Sa lo 25,0	alary 1 X Salar 000 25,000	/					\$10,000 \$10,000 \$10,000	1 2 N/A	LTD LTD	Buy-up
915 Ac 916 Ac 917 Ac	tive 6/15/19 tive 11/20/19 tive 4/25/19 tive 5/14/19	86 Female 177 Male 79 Male	8/15/2016 8/8/2016 8/8/2016 8/8/2016	6,012.00 42.42 34.55 35.73	Monthly Hourly Hourly Hourly	Full time Full time Full time Full time	40 40 40 40	Program Coordinator II Building Inspector III Real Property Appraiser IV Environmental Health Specialist II	Clark County Clark County Clark County Clark County	Local 307 Local 17 Appraisers Local 335	WA WA WA WA	98675 98604 98604 98663	1 N 4 N 4 N 4 N	lo 25,0 lo 25,0	000 25,000 000 25,000	/		\$20,000	\$20,000	10/6/1979	\$10,000 \$10,000	2	LTD LTD LTD LTD	
														-,-	-,									

919 920 921	Active Active Active	2/8/1953 8/29/1993 10/1/1987	Female Male Female	8/29/2016 8/8/2016 8/8/2016	23.99 46.86 40.74	Hourly Hourly Hourly	Full time Full time Full time	40 42.12 42.5	Accounting Assistant II Sergeant Corrections Deputy	Clark County Clark County Clark County	Local 11 Deputy Sheriff Guild Corrections Deputy Guild	WA WA WA	98682 98682 98604	4 5 4	No No	25,000 25,000 25,000	25,000 25,000 25,000	\$250,000					\$10,000	2 N/A 5	LTD	
922 923	Active	9/12/1993 9/22/1974	Female Male	8/8/2016 8/22/2016	40.74 9,630.00	Hourly Monthly	Full time Full time	42.5 40	Corrections Deputy IT Professional IV	Clark County Clark County	Corrections Deputy Guild	WA WA	98684 98604	4	No No	25,000 1 X Salary	25,000 1 X Salary	\$50,000		\$20,000	\$20,000	9/30/1994	\$10,000	5	LTD LTD	
924 925	Active	11/29/1979 2/22/1964	Male Female	8/23/2016 8/23/2016	56.93 24.24	Hourly Hourly	Full time Full time	42.12 40	Sergeant Sheriffs Support Specialist III	Clark County Clark County	Deputy Sheriff Guild Sheriff Support's Guild	WA WA	98604 98626	5 4	No No	25,000 25,000	25,000 25,000	\$200,000		\$100,000		2/23/1976	\$10,000	N/A 4	LTD	
926 927	Active Active	3/4/1975 9/25/1972	Male Female	8/23/2016 8/31/2016	33.20 23.09	Hourly Hourly	Full time Full time	40 40	Sheriffs Support Specialist Supervisor Sheriffs Support Specialist III	Clark County Clark County	Sheriff Support's Guild Sheriff Support's Guild	WA WA	98604 98686	4 4	No No	25,000 25,000	25,000 25,000							4 4	LTD LTD	
928 929	Active Active	2/12/1972 12/12/1957	Male Male	9/1/2016 10/3/2016	41.00 42.42	Hourly Hourly	Full time Full time	40 40	Building Inspector Leadworker Building Inspector III	Clark County Clark County	Local 307 Local 307	WA WA	98604 98604	4 4	No No	25,000 25,000	25,000 25,000	\$80,000						2 2	LTD LTD	
930 931	Active Active	12/2/1980 9/17/1982	Female Male	10/10/2016 10/24/2016	30.08 37.83	Hourly Hourly	Full time Full time	40 40	Food Services Coordinator Facilities Management Specialist	Clark County Clark County	Sheriff Support's Guild	WA WA	98683 98662	4 2	No No	25,000 1 X Salary	25,000 1 X Salary						\$10,000	4 1	LTD LTD	
932 933	Active Active	10/13/1982 4/4/1990	Male Male	11/2/2016 2/16/2021	26.80 40.74	Hourly Hourly	Full time Full time	40 42.5	Highway Maintenance Specialist Corrections Deputy	Clark County Clark County	Local 307 Corrections Deputy Guild	WA WA	98674 98661	4 4	No No	25,000 25,000	25,000 25,000						\$10,000	2 5	LTD LTD	
934 935	Active Active	7/12/1996 11/21/1971	Female Female	11/29/2016 11/28/2016	36.12 22.29	Hourly Hourly	Full time Full time	40 40	Dispatcher Office Assistant II	CRESA Clark County	CRESA Dispatcher Guild Local 307	WA WA	98601 98662	3 4	No No	1 X Salary 25,000	1 X Salary 25,000	\$20,000					\$10,000	3	LTD LTD	
936 937	Active	11/12/1989 8/1/1982	Female	12/1/2016 12/12/2016	23.99	Hourly	Full time Full time	40	Court Assistant Senior	Clark County	Local 11	WA	98642 98686	4	No No	25,000 1 X Salary	25,000 1 X Salary	\$100,000					\$10,000	2		Buy-up
938	Active	11/8/1976 6/29/1981	Female	12/19/2016	30.21 26.08 38.26	Hourly Hourly Hourly	Full time	40 40 40	Family Assistance Specialist Environmental Outreach Specialist Senior	Clark County Clark County	Local 17 Engineers	WA	98665 98663	2	No	1 X Salary 25.000	1 X Salary 25,000						φ10,000	1		Buy-up
939 940	Active	7/27/1989	Female	1/18/2017	38.13	Hourly	Full time	40 40 40	Epidemiologist	Clark County Clark County	Local 335	WA WA	98660 98684	4	No No	25,000	25,000	\$100,000						2		
941 942	Active Active	1/16/1988 5/26/1984	Female Male	1/9/2017 1/4/2017	34.09 9,606.00	Hourly Monthly	Full time Full time	40	Juvenile Probation Counselor Deputy Director of Community Development	Clark County Clark County		WA	98604	1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$60,000	\$60,000	\$20,000	\$20,000	5/29/1981	\$10,000	1	LTD	
943 944	Active Active	8/10/1975 4/28/1973	Male Male	1/5/2017 1/18/2017	39.38 42.42	Hourly Hourly	Full time Full time	40 40	Building Inspector III Building Inspector III	Clark County Clark County	Local 307 Local 307	WA WA	98662 98664	4	No No	25,000 25,000	25,000 25,000	\$70,000						2	LTD LTD	
945 946	Active Active	5/17/1985 5/9/1986	Female Female	1/3/2017 1/9/2017	25.19 8,921.00	Hourly Monthly	Full time Full time	40 40	Legal Secretary I Administrative Services Manager III	Clark County Clark County	Local 11	WA WA	98685 98629	4 1	No No	25,000 1 X Salary	25,000 1 X Salary	\$100,000	\$100,000	\$100,000	\$100,000	9/13/1983	\$10,000 \$10,000	2 1	LTD LTD	
947 948	Active Active	6/26/1967 5/23/1990	Male Female	12/28/2016 1/17/2017	50.85 41.87	Hourly Hourly	Full time Full time	42.12 40	Deputy Sheriff Natural Resources Specialist III	Clark County Clark County	Deputy Sheriff Guild Local 307	WA WA	98606 98663	5 4	No No	25,000 25,000	25,000 25,000	\$100,000						N/A 2	LTD	
949 950	Active Active	8/20/1965 1/22/1958	Male Female	1/17/2017 1/13/2017	44.81 39.50	Hourly	Full time Full time	40 40	Deputy Fire Marshal Senior Department Information Systems Coordinator II	Clark County Clark County	Local 307	WA	97080	4	No	25,000	25,000	\$100,000	\$100,000	\$20,000	\$20,000	3/20/1968	\$10,000	2	LTD	
951	Active	3/16/1969	Female	1/23/2017	11,138.00	Monthly	Full time	40	Child Abuse Intervention Center Manager	Clark County		WA WA	98607 98661	2 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$50,000	\$50,000	\$20,000	\$20,000	3/14/1953	\$10,000	1 1	LTD LTD	Buy-up Buy-up
952 953	Active Active	4/1/1987 5/9/1995	Male Female	2/7/2017 2/24/2021	46.79 19.76	Hourly Hourly	Full time Full time	42.12 40	Deputy Sheriff Court Assistant II	Clark County Clark County	Deputy Sheriff Guild Local 11	WA WA	98685 98661	5 4	No No	25,000 25,000	25,000 25,000	\$100,000					\$10,000	N/A 2	I TD	, ,
954 955	Active	10/4/1983 2/17/1951	Female	2/13/2017 2/14/2017	21.47 25.84	Hourly	Full time Full time	40 40	Custodian Office Assistant III	Clark County Clark County Clark County	Local 307 Local 335	WA WA	98684 98683	4	No No	25,000 25,000	25,000 25,000							2	LTD	
956	Active	3/8/1962	Male	2/16/2017	38.59	Hourly	Full time	40	Facilities Maintenance Specialist Accounting Assistant II	Clark County		WA WA	98685 98662	2	No	1 X Salary	1 X Salary	\$100,000	\$100,000					1		
957 958	Active	8/1/1988 8/25/1982	Female Female	2/27/2017 2/23/2017	22.29 30.93	Hourly Hourly	Full time Full time	40 40	Food Services Coordinator	Clark County Clark County	Local 11 Sheriff Support's Guild	WA	98674	4	No No	25,000 25,000	25,000 25,000							4	LTD	
959 960	Active Active	11/14/1977 2/8/1970	Male Female	3/16/2017 3/1/2017	16,120.59 44.85	Monthly Hourly	Full time Full time	40 40	District Court Judge DISC II	Clark County Clark County	Local 307	WA WA	98607 97086	1	No No	1 X Salary 25,000	1 X Salary 25,000							1 2	LTD LTD	Buy-up
961 962	Active Active	9/15/1954 9/6/1979	Male Male	3/1/2017 3/13/2017	9,872.00 42.44	Monthly Hourly	Full time Full time	40 42.12	IT Professional IV Deputy Sheriff	Clark County Clark County	IT Guild Deputy Sheriff Guild	WA WA	98607 98662	1 5	No No	1 X Salary 25,000	1 X Salary 25,000			\$20,000	\$20,000	6/26/1952		2 N/A	LTD	
963 964	Active Active	10/5/1967 11/12/1975	Male Female	3/20/2017 3/20/2017	39.38 22.82	Hourly Hourly	Full time Full time	40 40	Building Inspector III Office Assistant III	Clark County Clark County	Local 307 Local 307	WA WA	97203 98685	4 4	No No	25,000 25,000	25,000 25,000						\$5,000	2 2	LTD LTD	Buy-up Buy-up
965 966	Active Active	2/23/1986 12/9/1991	Male Male	4/3/2017 3/28/2017	22.29 25.46	Hourly Hourly	Full time Full time	40 40	Legal Secretary I Facilities Maintenance Worker	Clark County Clark County	Local 11	WA WA	98686 98671	4 2	No No	25,000 1 X Salary	25,000 1 X Salary	\$100,000	\$100,000				\$10,000	2 1	LTD LTD	
967 968	Active Active	1/30/1967 10/21/1984	Male Male	4/17/2017 3/27/2017	38.59 28.32	Hourly Hourly	Full time Full time	40 40	Facilities Management Specialist Juvenile Detention Officer	Clark County Clark County	Juvenile Detention Guild	WA WA	98685 98671	2 4	No No	1 X Salary 25,000	1 X Salary 25,000							1 6	LTD LTD	
969 970	Active Active	3/8/1965 7/29/1975	Male Female	4/3/2017 4/11/2017	40.87 32.44	Hourly	Part time Full time	32 40	Plans Examiner Senior Jail Industries Supervisor	Clark County Clark County	Local 307 Sheriff Support's Guild	WA WA	98686 98625	4 4	No No	25,000 25,000	25,000 25,000							2	LTD LTD	
971 972	Active	12/28/1982 5/2/1957	Male	4/12/2017 4/13/2017	27.17	Hourly	Full time Full time	40 40	Traffic Control Technician Heavy Equipment Operator	Clark County Clark County	Local 307 Local 307	WA	98660 98663	4	No	25,000 25,000	25,000 25,000							2	LTD	
973 974	Active	7/7/1960 7/24/1980	Male	4/10/2017 4/3/2017	8,513.00 28.20	Monthly	Full time Full time	40 40	Telephony Network Admin Offender Crew Chief	Clark County Clark County Clark County	IT Guild Local 11	WA WA	97053 98665	1	No	1 X Salary 25,000	1 X Salary 25,000							2		Buy-up
975 976	Active	7/26/1964	Female	4/11/2017 5/1/2017	22.19 11,560.09	Hourly Monthly	Full time	40	Sheriffs Support Specialist II County Treasurer	Clark County Clark County Clark County	Sheriff Support's Guild	WA	98642 98660	4	No	25,000 1 X Salary	25,000 1 X Salary	\$80,000		\$20,000		12/19/1963	\$10,000	4		Buy-up
977	Active	12/16/1993	Male	5/1/2017	36.91	Hourly	Full time	40 42.5 40	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98642 98632	4	No	25,000	25,000							5		
978 979	Active	12/21/1984 4/25/1956	Female Male	5/10/2017 5/30/2017	28.20 8,706.00	Hourly Monthly	Full time Full time	40	Victim Advocate Management Analyst Senior	Clark County Clark County	Local 11	WA	98391	4	No No	25,000 1 X Salary	25,000 1 X Salary	\$100,000	\$100,000	\$20,000	\$20,000	11/16/1958		1	LTD	Buy-up
980 981	Active Active	6/5/1957 7/15/1986	Female Female	5/22/2017 5/23/2017	25.78 25.78	Hourly Hourly	Full time Full time	40 40	Personal Property Auditor Appraiser II Real Property Appraiser II	Clark County Clark County	Local 17 Appraisers Local 17 Appraisers	WA WA	98629 98671	4	No No	25,000 25,000	25,000 25,000	\$140,000 \$100,000					\$5,000	2	LTD LTD	Buy-up Buy-up
982 983	Active Active	8/8/1972 6/22/1990	Female Female	6/12/2017 6/1/2017	8,286.00 9,144.00	Monthly Monthly	Full time Full time	40 40	IS/GCT/Records Program Manager II Deputy Prosecuting Attorney II	Clark County Clark County		WA WA	98684 98604	1 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary						\$10,000	1 1	LTD LTD	
984 985	Active Active	7/25/1982 12/27/1963	Male Male	6/12/2017 6/19/2017	33.45 42.42	Hourly Hourly	Full time Full time	40 40	Probation Services Case Manager Building Inspector III	Clark County Clark County	Local 11 Local 307	WA WA	98684 98662	4 4	No No	25,000 25,000	25,000 25,000						\$10,000	2 2	LTD LTD	
986 987	Active Active	3/16/1982 4/22/1983	Female Male	6/12/2017 7/26/2017	23.83 9,160.00	Hourly Monthly	Full time Full time	40 40	Judicial Assistant Senior Systems & Security Engineer	Clark County Clark County	IT Guild	WA WA	98662 98684	2 1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary							1 2	LTD LTD	
988 989	Active Active	1/19/1974 5/13/1998	Female Male	6/6/2017 6/6/2017	38.73 35.11	Hourly Hourly	Full time Full time	42.5 42.5	Corrections Deputy Corrections Deputy	Clark County Clark County	Corrections Deputy Guild Corrections Deputy Guild	WA WA	98642 98642	4 4	No No	25,000 25,000	25,000 25,000							5 5	LTD LTD	
990 991	Active Active	9/17/1997 9/11/1987	Female Female	6/6/2017 4/25/2022	31.88 20.73	Hourly Hourly	Full time Full time	42.5 40	Corrections Deputy Deputy Registrar	Clark County Clark County	Corrections Deputy Guild Local 335	WA WA	98606 98604	4	No No	25,000 25,000	25,000 25,000							5 2	LTD LTD	
992 993	Active	4/25/1989 11/29/1978	Female Male	6/20/2017 7/3/2017	38.95 34.72	Hourly	Full time Full time	40 40	Dispatch Supervisor Traffic Signal Technician Senior	CRESA Clark County	CRESA Dispatcher Guild Local 17 Engineers	WA	98604 98662	3	No	1 X Salary 25.000	1 X Salary 25.000	\$50,000	\$50,000				\$10.000	3	LTD LTD	
994 995	Active	7/8/1991 12/18/1984	Male Male	7/10/2017 7/10/2017	27.12 42.42	Hourly	Full time Full time	40 40	Program Assistant Building Inspector III	Clark County Clark County Clark County	Local 11 Local 307	WA	98661 98604	4	No No	25,000 25,000	25,000 25,000	\$100,000 \$60,000	\$60,000	\$30,000	\$30,000	12/4/1984	\$10,000	2	LTD	Buy-up
996	Active	2/8/1985	Male	7/24/2017	7,711.00	Monthly	Full time	40	IT Professional IV	Clark County	IT Guild	WA	98662	1	No	1 X Salary	1 X Salary			\$30,000	\$30,000	12/4/1504	\$10,000	2	LTD	
997 998	Active Active	6/19/1980 10/13/1997	Female Female	7/24/2017 8/1/2017	23.40 21.25	Hourly Hourly	Full time Full time	40 40	Court Assistant Senior Office Assistant II	Clark County Clark County	Local 11 Local 11	WA WA	98665 98642	4	No No	25,000 25,000	25,000 25,000	\$100,000	\$100,000				\$10,000	2		Bung tree
999 1000	Active	11/11/1975 7/15/1985	Male Male	8/8/2017 8/15/2017	27.87 26.80	Hourly Hourly	Full time Full time	40 40	Heavy Equipment Operator Highway Maintenance Specialist	Clark County Clark County	Local 307 Local 307	WA WA	98661 98662	4	No No	25,000 25,000	25,000 25,000						\$10,000 \$10,000	2	LTD LTD	Buy-up
	Active Active	10/8/1978 4/1/1984	Male Male	8/16/2017 8/16/2017	27.17 42.44	Hourly Hourly	Full time Full time	40 42.12	Traffic Control Technician Deputy Sheriff	Clark County Clark County	Local 307 Deputy Sheriff Guild	WA WA	98682 98683	4 5	No No	25,000 25,000	25,000 25,000							2 N/A	LTD	Buy-up
1003 1004	Active Active	3/20/1989 6/26/1980	Male Male	8/16/2017 8/28/2017	42.44 42.44	Hourly Hourly	Full time Full time	42.12 42.12	Deputy Sheriff Deputy Sheriff	Clark County Clark County	Deputy Sheriff Guild Deputy Sheriff Guild	WA WA	98686 98607	5 5	No No	25,000 25,000	25,000 25,000							N/A N/A		
1005 1006	Active Active	4/25/1984 9/9/1971	Male Female	9/25/2017 9/19/2017	34.86 23.40	Hourly Hourly	Full time Full time	40 40	Enviornmental Health Specialist II Office Assistant III	Clark County Clark County	Local 335 Local 11	WA WA	98607 98663	4 4	No No	25,000 25,000	25,000 25,000	\$150,000 \$100,000		\$20,000			\$10,000	2 2	LTD LTD	
	Active Active	3/2/1969 3/14/1989	Female Female	9/8/2017 9/26/2017	6,012.00 36.12	Monthly Hourly	Full time Full time	40 40	Office Manager Dispatcher	Clark County CRESA	CRESA Dispatcher Guild	WA WA	98661 98642	1 3	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$40,000		\$10,000 \$20,000	\$10,000	11/20/1960 7/2/1984	\$10,000	1 3	LTD LTD	
1009	Active Active	5/10/1987 12/14/1990	Female Female	9/11/2017 9/22/2017	21.15 21.76	Hourly Hourly	Full time Full time	40 40	Office Assistant II Accounting Assistant III	Clark County Clark County	Local 11	WA WA	98674 98666	2 4	No No	1 X Salary 25,000	1 X Salary 25,000							1 2	LTD LTD	
	Active	7/7/1983	Male	9/29/2017	33.12	Hourly	Full time	40	Planner I	Clark County	Local 307	WA	98642	4	No	25,000	25,000							2	LTD	

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	Engineering Technician Clark County Environmental Health Specialist II Clark County		WA WA	98685 98642	4	No No	25,000 25,000	25,000 25,000	\$50,000						2 LTD 2 LTD		uv-up
1014 Active 6/16/1994 Female 10/9/2017 24.33 Hourly Full time 40	Delinquent Tax Collector Clark County Engineer III Clark County	v Local 11	WA WA	98661 98642	4 4	No No	25,000 25,000 25,000	25,000 25,000 25,000	\$30,000						2 LTD 2 LTD 2 LTD		iy-up
	Jail Chaplain Clark County Corrections Deputy Clark County	У	WA WA	98665 98606	2 4	No No		1 X Salary 25,000	\$100,000						1 LTD 5 LTD		
1018 Active 3/29/1969 Male 10/17/2017 40.74 Hourly Full time 42.5	Corrections Deputy Clark County Public Health Nurse II Clark County	y Corrections Deputy Guild	WA WA	98662 97203	4	No No	25,000 25,000	25,000 25,000	\$100,000	\$100,000	\$20,000	\$20,000	12/17/1973	\$10,000	5 LTD 2 LTD	Bu	uy-up
1020 Active 5/26/1993 Male 11/20/2017 39.26 Hourly Full time 40	Engineer III Clark County	y Local 17 Engineers	WA WA	98682 98666	4	No	25,000	25,000							2 LTD		
1022 Active 10/22/1984 Female 12/18/2017 6,635.00 Monthly Full time 40	Administrative Assistant Clark County Program Manager I Clark County	У	WA	98604	4	No No		25,000 1 X Salary							2 LTD 1 LTD		
1023         Active         11/1/1976         Male         11/29/2017         50.85         Hourly         Full time         42.12           1024         Active         1/27/1976         Male         12/5/2017         23.10         Hourly         Full time         40	Deputy Sheriff Clark County Facilities Maintenance Helper Clark County		WA WA	98611 98661	5 2	No No	25,000 1 X Salary	25,000 1 X Salary							N/A 1 LTD		
	Office Supervisor/Subagent Liaison Clark County Juvenile Services Associate Clark County		WA WA	98685 98660	4 2	No No	25,000 1 X Salary	25,000 1 X Salary						\$10,000	2 LTD 1 LTD		uy-up
1027 Active 9/20/1966 Male 12/12/2017 10,273.00 Monthly Full time 40	Operations Manager SW Clean A Program Manager II Clark County	hir Agency	WA WA	97124 97215	1 1	No No		1 X Salary 1 X Salary							1 LTD 1 LTD		
1029 Active 4/17/1986 Female 1/4/2018 9,144.00 Monthly Full time 40	Policy Analyst, Sr Clark County	У	WA	98607 98663	1	No No	1 X Salary	1 X Salary	\$100,000						1 LTD 2 LTD		
1031 Active 10/19/1974 Male 1/18/2018 32.15 Hourly Full time 40	Planner III Clark County Real Property Appraiser III Clark County	y Local 17 Appraisers	WA	98685	4	No	25,000 25,000	25,000 25,000	\$100,000		\$20,000		4/2/1977	\$10,000	2 LTD		
1033 Active 2/28/1977 Male 12/28/2017 40.74 Hourly Full time 42.5	Deputy Sheriff Clark County Corrections Deputy Clark County	y Corrections Deputy Guild	WA WA	98682 98682	5 4	No No	25,000 25,000	25,000 25,000	\$150,000	\$150,000					N/A 5 LTD		
	Deputy Sheriff Clark County Office Assistant III Clark County		WA WA	98682 98664	5 4	No No	25,000 25,000	25,000 25.000	\$100,000	\$100,000	\$20,000	\$20,000	12/28/1987	\$10,000	N/A 2 LTD		
1036 Active 3/4/1992 Female 1/8/2018 25.46 Hourly Full time 40	Juvenile Services Associate Clark County Program Manager II Clark County	v	WA WA	98662 98683	2	No No	1 X Salary	1 X Salary 1 X Salary							1 LTD 1 LTD		
1038 Active 7/12/1977 Female 1/22/2018 26.36 Hourly Full time 40	Recovery Support Specialist Clark County	y	WA	98665	2	No	1 X Salary	1 X Salary							1 LTD		
1040 Active 9/3/1977 Female 1/29/2018 13,590.00 Monthly Full time 40	Management Analyst Senior Clark County Deputy County Manager Clark County	У	WA WA	98685 98660	1	No No	1 X Salary	1 X Salary 1 X Salary							1 LTD 1 LTD		
	Chief Civil/Criminal Prosecuting Attorney Clark County Grants Accounting Specialist Clark County		WA WA	98642 98683	1 4	No No	1 X Salary 25,000	1 X Salary 25,000			\$20,000	\$20,000	7/10/1965		1 LTD 2 LTD		uy-up
1043 Active 3/15/1983 Male 2/26/2018 27.17 Hourly Full time 40 1044 Active 1/18/1990 Male 2/27/2018 30.14 Hourly Full time 40	Traffic Control Technician Clark County Highway Maintenance Crew Chief Clark County		WA WA	98662 98629	4 4	No No	25,000 25,000	25,000 25,000	\$100.000	\$100,000				\$10,000	2 LTD 2 LTD		uy-up
1045 Active 6/29/1983 Female 2/6/2018 30.93 Hourly Full time 40	Food Services Coordiantor Clark County Engineer III Clark County	y Sheriff Support's Guild	WA	97211 98685	4	No No	25,000 25,000	25,000 25,000							4 LTD 2 LTD		.,
1047 Active 6/10/1979 Female 2/22/2018 5,544.90 Monthly Part time 36	Program Coordinator I Clark County	y	WA	98642 98642	1	No	1 X Salary	1 X Salary							1 LTD		
1049 Active 2/25/1990 Male 2/27/2018 40.43 Hourly Full time 42.12	Deputy Sheriff Clark County Deputy Sheriff Clark County	y Deputy Sheriff Guild	WA WA	98682	5	No No	25,000 25,000	25,000 25,000						\$10,000	N/A N/A		
1050 Active 5/24/1970 Male 3/1/2018 10,867.00 Monthly Full time 40 1051 Active 11/17/1981 Female 3/22/2018 36.44 Hourly Part time 32	Deputy Prosecuting Attorney II Clark County Program Coordinator I Clark County		WA WA	97230 98626	1 2	No No		1 X Salary 1 X Salary							1 LTD 1 LTD		
	GIS Technician III Clark County Dispatcher CRESA	y Local 11 CRESA Dispatcher Guild	WA WA	97203 98662	4 3	No No	25,000 1 X Salary	25,000 1 X Salary			\$20,000		6/18/1991		2 LTD 3 LTD		uy-up
1054 Active 1/23/1989 Female 4/3/2018 5,581.00 Monthly Full time 40 1055 Active 8/15/1971 Male 4/2/2018 7,100.70 Monthly Full time 40	Program Coordinator I Clark County Salmon Recovery Specialist LCFRB		WA	98674 97233	1	No No	1 X Salary	1 X Salary 1 X Salary							1 LTD 1 LTD		.,
1056 Active 7/19/1974 Female 4/2/2018 7,839.75 Monthly Full time 40	Program Manager LCFRB		WA	98625	1	No	1 X Salary	1 X Salary							1 LTD		
1058 Active 8/1/1986 Female 4/25/2018 34.23 Hourly Full time 40	Probation Services Case Manager Clark County Natural Resources Specialist II Clark County		WA WA	98664 97217	4	No No	25,000 25,000	25,000 25,000							2 LTD 2 LTD		uy-up
	Building Inspector III Clark County Building Inspector III Clark County		WA WA	98683 98682	4 4	No No	25,000 25,000	25,000 25,000							2 LTD 2 LTD		
1061 Active 3/20/1985 Female 4/30/2018 6.971.00 Monthly Full time 40 1062 Active 7/22/1982 Female 5/1/2018 23.99 Hourly Full time 40	Program Coordinator II Clark County Program Assistant Clark County	v	WA WA	98604 98662	1 4	No No	1 X Salary 25,000	1 X Salary 25,000	\$250,000	\$250,000	\$20,000	\$20,000	10/28/1975	\$10,000	1 LTD 2 LTD		uy-up
1063 Active 4/1/1969 Female 4/27/2018 22.29 Hourly Full time 40	Office Assistant III Clark County IT Manager - PMO Clark County	y Local 307	WA	98661 98671	4	No No	25,000	25,000 1 X Salary	\$100,000 \$100,000	\$100,000	\$20,000		11/17/1969	\$10,000	2 LTD 1 LTD		uy-up
1065 Active 1/5/1971 Female 4/30/2018 21.96 Hourly Full time 40	Sheriffs Support Specialist III Clark County	y Sheriff Support's Guild	WA	98604	4	No	25,000	25,000	\$100,000	\$100,000				φ10,000	4 LTD		iy-up
1067 Active 5/30/1964 Male 4/30/2018 49.13 Hourly Full time 42.12	Deputy Sheriff Clark County Deputy Sheriff Clark County		WA WA	98625 98664	5 5	No No	25,000 25,000	25,000 25,000	\$100,000						N/A N/A		
1068 Active 7/14/1973 Female 5/10/2018 5,976.00 Monthly Full time 40 1069 Active 12/23/1972 Female 5/14/2018 23.18 Hourty Full time 40	Death Investigator Lead Clark County Probation Services Specialist Clark County		WA WA	98663 98632	4 4	No No	25,000 25,000	25,000 25,000			\$20,000		10/30/1967	\$10,000	2 LTD 2 LTD		
1070 Active 7/22/1993 Female 5/15/2018 21.25 Hourly Full time 40	Office Assistant II Clark County Plans Examiner Leadworker Clark County	y Local 11	WA WA	98683 97217	4	No No	25,000 25,000	25,000 25,000	\$10,000		\$30,000		8/18/1988		2 LTD 2 LTD		
1072 Active 10/21/1987 Male 5/14/2018 40.43 Hourly Full time 42.12	Deputy Sheriff Clark County	y Deputy Sheriff Guild	WA	98682 98604	5	No No	25,000	25,000 1 X Salary							N/A 1 LTD		
1074 Active 8/25/1982 Male 5/29/2018 26.13 Hourly Full time 40	Facilities Maintenance Specialist         Clark County           Highway Maintenance Specialist         Clark County	y Local 307	WA	98665	4	No	25,000	25,000							2 LTD		
	Community Health Worker Clark County Food Services Coordinator Clark County		WA WA	98683 98671	4 4	No No	25,000 25,000	25,000 25,000							2 LTD 4 LTD		uy-up
1077         Active         10/30/1985         Male         5/30/2018         40.43         Hourly         Full time         42.12           1078         Active         5/26/1986         Male         6/11/2018         33.08         Hourly         Full time         40	Deputy Sheriff Clark County Engineering Technician Clark County		WA WA	98685 98604	5 4	No No	25,000 25,000	25,000 25,000	\$230,000						N/A 2 LTD		
1079 Active 12/3/1973 Female 6/25/2018 21.66 Hourly Full time 40	Legal Secretary I Clark County Joint Lobby Specialist III Clark County	У	WA WA	98671 98642	2	No No		1 X Salary 25,000							1 LTD 2 LTD		
1081 Active 9/2/1977 Female 6/25/2018 21.25 Hourly Full time 40	Office Assistant II Clark County	y Local 307	WA	98663	4	No	25,000	25,000			\$20,000		8/11/1976		2 LTD		
1083 Active 4/26/1968 Female 7/30/2018 7,322.00 Monthly Full time 40	Environmental Health Assistant Clark County Program Coordinator I Clark County	v	WA WA	98684 98662	4 1	No No		25,000 1 X Salary	\$100,000						2 LTD 1 LTD		
	Program Assistant Clark County Court Assistant II Clark County		WA WA	98661 98683	4 4	No No	25,000 25,000	25,000 25,000						\$10,000	2 LTD 2 LTD		
1086 Active 10/13/1995 Female 7/17/2018 36.91 Hourly Full time 42.5	Corrections Deputy Clark County Grounds Maintenance Specialist Clark County	v Corrections Deputy Guild	WA WA	97045 98682	4	No No	25,000 25,000	25,000 25,000	\$100,000	\$100,000					5 LTD 2 LTD		uy-up
1088 Active 1/11/1995 Female 8/16/2018 21.25 Hourly Full time 40	Office Assistant II Clark County	y Local 307	WA	98665	4	No	25,000	25,000	\$50,000		\$10,000		11/25/1988	\$7,500	2 LTD		
	Public Health Nurse II Clark County Planner I Clark County		WA WA	97217 98674	4	No No	25,000 25,000	25,000 25,000							2 LTD 2 LTD		
	Sheriffs Support Specialist Supervisor Clark County Program Assistant Clark County		WA WA	98604 98663	4 4	No No	25,000 25,000	25,000 25,000							4 LTD 4 LTD		
1093 Active 6/21/1978 Male 8/16/2018 22.82 Hourly Full time 40	Office Assistant III Clark County	y Local 11	WA WA	98661 98607	4	No	25,000 25,000	25,000 25,000							2 LTD 2 LTD		
1095 Active 5/27/1991 Male 9/17/2018 35.62 Hourly Full time 40	Engineer II Clark County	y Local 17 Engineers	WA	98604	4	No No	25,000	25,000							2 LTD		
1097 Active 4/24/1988 Male 9/18/2018 40.43 Hourly Full time 42.12	Clinical Psychologist Clark County Deputy Sheriff Clark County	y Deputy Sheriff Guild	WA WA	98664 98632	5	No No	25,000	1 X Salary 25,000	\$100,000 \$100,000	\$100,000					1 LTD N/A		
1098 Active 11/5/1983 Male 9/10/2018 27.17 Hourly Full time 40 1099 Active 3/21/1971 Male 9/12/2018 26.13 Hourly Full time 40	Heavy Equipment Operator Clark County Highway Maintenance Specialist Clark County		WA WA	98604 98682	4 4	No No	25,000 25,000	25,000 25,000	\$10,000 \$100,000	\$10,000 \$100,000	\$20,000	\$20,000	6/12/1995	\$10,000 \$7,500	2 LTD 2 LTD		uy-up
1100 Active 1/9/1975 Male 10/1/2018 42.22 Hourly Full time 40	Environmental Operations Specialist Senior Clark County Engineering Technician Clark County	y Local 17 Engineers	WA	98604 98642	4	No No	25,000 25,000	25,000 25,000	\$100,000					\$10,000 \$10,000	2 LTD 2 LTD		
1102 Active 4/14/1973 Male 9/24/2018 33.08 Hourly Full time 40	Engineering Technician Clark County	y Local 17 Engineers	WA	98606	4	No	25,000	25,000	\$100,000	\$100,000				210,000	2 LTD		uy-up
1104 Active 5/12/1992 Male 9/17/2018 8,921.00 Monthly Full time 40	Deputy Sheriff Clark County Deputy Prosecuting Attorney II Clark County	у	WA WA	98629 98665	5 1	No No		25,000 1 X Salary							N/A 1 LTD		
1105 Active 10/1/1990 Female 10/22/2018 7,505.00 Monthly Full time 40	Program Manager II Clark County	V	WA	98662	1	No	1 X Salary	1 X Salary							1 LTD		

1106 1107 1108 1109 1110 1111 1112 1113 1114 1115 1116 1117 1118 1119 1120 1121 1122 1123 1124 1125 1126 1127 1128 1129 1130 1131 1131 1132	Active Ac	5/28/1968 11/22/1986 12/27/1964 10/29/1988 7/22/1996 6/14/1974 4/12/1980 6/6/1991 6/1/1982 10/16/1963 12/21/1980 10/27/1979 4/17/1987 9/6/1988 2/13/1985 10/14/1986 10/14/1986 10/14/1986 10/14/1986 2/12/1977 8/16/1988 2/12/1978 4/16/1988 2/12/1978 4/16/1988 2/12/1978 4/16/1986 1/12/1990 9/22/1981 8/14/1955	Female Female Male Male Male Male Female Female Female Female Female Female Female Female Female Female Female Female Female Male Male Male Female Fe	10/8/2018 4/11/2022 10/16/2018 10/16/2018 10/16/2018 10/16/2018 10/16/2018 11/1/2018 11/1/2018 11/1/2018 11/1/2018 11/1/2019 11/2/2019 12/17/2018 12/3/2018 12/3/2018 12/3/2018 12/3/2018 12/1/2019 12/17/2019 14/2019 11/7/2019 13/3/2019 13/2020 13/3/2019 13/2020 13/3/2019 13/2020 13/20	27.78 29.28 36.91 36.91 30.92 7,693.00 22.72 26.47 21.25 24.62 36.91 34.86 36.91 32.80 32.80 32.80 32.85 21.25 36.91 37.06 27.17 26.13 37.06 27.17 26.13 32.340 32.340 32.340 32.340 32.340	Hourly Hourly Hourly Hourly Monthly Hourly	Full time Full time	$\begin{array}{c} 40\\ 40\\ 42.5\\ 42.5\\ 40\\ 42.5\\ 40\\ 40\\ 40\\ 40\\ 40\\ 40\\ 42.5\\ 40\\ 40\\ 40\\ 40\\ 40\\ 40\\ 40\\ 40\\ 40\\ 40$	Program Assistant Engineering Technician Corrections Deputy GIS Analyst Corrections Deputy GIS Analyst Corrections Deputy Sheriffs Support Specialist Supervisor GIS Analyst Office Assistant Senior Joint Lobby Specialist Senior Office Assistant II Joint Lobby Specialist Senior Office Assistant II Joint Lobby Specialist II Corrections Deputy Env Health Specialist II Corrections Deputy Program Coordinator I Air Quality Specialist I Office Assistant II Office Assistant II Office Assistant II Office Assistant II Office Assistant II Office Assistant II Office Assistant II Probation Services Case Manager Deputy Fire Marshal Senior	Clark County Clark Clark Clar	Local 307 Local 17 Engineers Corrections Deputy Guild Corrections Deputy Guild Corrections Deputy Guild Sheriff Support's Guild Local 11 Local 335 Local 11 Corrections Deputy Guild Local 335 Local 307 Local 307	WA WA WA WA WA WA WA WA WA WA WA WA WA W	98611 98671 98684 98604 97216 98671 98687 98686 98686 98685 98684 98682 98626 97236 98662 98665 97214 98665 97214 98665 98665 98665 98660 98675 98683 98660 98675 98683 98662 98662 98662 98662 98662 98662 98662 98662 98662	4 4 4 1 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	No No No No No No No No No No No No No N	25,000 25,000 25,000 1 X Salary 25,000 1 X Salary 1 X Salary 1 X Salary 25,000 25,000 25,000 25,000 1 X Salary 1 X Salary 1 X Salary 1 X Salary 1 X Salary 25,0000 25,0000 25,000 25,000 25,000 25,0000 25,0000 25,0	25,000 25,000 25,000 1 X Salary 25,000 1 X Salary 1 X Salary 1 X Salary 25,0000 25,0000 25,0000 25,00000 25,0000000000	\$100,000 \$500,000 \$60,000 \$50,000 \$30,000	\$500,000 \$60,000	\$20,000			\$10,000 \$10,000 \$10,000 \$10,000	5 1 5 4 1 1 2 2 2 5 2 5 2 5 2 5 2 2 2 2 2 2 2 2 2 2	Buy-up
1136 1137 1138 1139 1140 1141 1142 1143 1144 1145 1146 1147 1148 1149 1150 1151 1152 1153 1154 1155 1156 1157 1158 1159 1160 1161 1161	Active Ac	8/23/1986 2/18/1956 12/17/1953 6/27/1978 4/6/1994 6/30/1976 11/18/1996 7/18/1959 7/18/1959 7/18/1984 3/31/1965 7/8/1977 1/23/1973 1/4/1994 8/29/1997 3/16/1992 2/17/1991 1/14/1987 8/25/1998 2/26/1978 2/26/1978 2/26/1978 7/14/1983 8/18/1983 3/3/1969	Female Male Female Male Female Male Female Female Female Female Female Female Female Female Female Female Female Female Male Male Male Male Female Female Female Female Female	2/5/2019 1/22/2019 2/20/2019 2/28/2019 2/28/2019 3/11/2019 3/11/2019 3/11/2019 4/1/2019 4/15/2019 4/15/2019 4/15/2019 4/15/2019 4/15/2019 4/22/2019 5/1/2019 5/1/2019 5/1/2019 5/1/2019 5/1/2019 5/1/2019 5/1/2019 5/1/2019 5/1/2019 5/28/2019 5/28/2019 5/28/2019 5/28/2019 5/28/2019 5/28/2019	5.865.00 5.621.33 29.60 34.41 42.44 6.473.00 22.82 24.99 6.473.00 23.04 47.70 8.492.00 6.473.00 7.22.82 7.22.92 7.23.92 7.22.92 7.23.92.92 7.22.92 7.23.92.92 7.23.92.92 7.23.92.92 7.23.92.92.92 7.23.92.92.92.92.92.92.92.92.92.92.92.92.92.	Monthiy Mourthy Hourly Hourly Hourly Hourly Hourly Monthly Hourly Monthly Monthly Monthly Monthly Hourly	Full time Full time	$\begin{array}{c} 40\\ 40\\ 24\\ 40\\ 42.12\\ 40\\ 40\\ 40\\ 40\\ 40\\ 40\\ 40\\ 40\\ 40\\ 40$	Program Coordinator I County Councilor Land Records Technician II Dispatcher Deputy Sheriff Program Coordinator II Clerks Judicial Proceedings Specialist Judicial Assistant Program Coordinator II Permit Technician Assistant Capital Project Manager II Vital Statistics Program Manager I Program Manager III Vital Statistics Program Manager I Aleal Property Appraiser II Joint Lobby Specialist II Management Analyst Joint Lobby Specialist II Deputy Sheriff Corrections Deputy Grounds Maintenance Specialist Dispatcher (CRESA) Fire Inspector I Corde Enforcement Officer Engineer II Clerks Judicial Proceedings Specialist Public Health Nurse II - NFP Cowlitz	Clark County Clark County CRESA Clark County Clark Clark C	Local 11 CRESA Dispatcher Gulid Deputy Sheriff Gulid Local 11 Local 307 Local 17 Engineers Local 17 Appraisers Local 11 Deputy Sheriff Gulid Corrections Deputy Gulid Local 307 CRESA Dispatcher Gulid Local 307 Corrections Deputy Gulid Local 307 Local 17 Engineers Local 11 Local 35	WA WA WA WA WA WA WA WA WA WA WA WA WA W	98674 98607 98607 98604 98682 98682 98683 98642 98665 97216 98664 97216 98665 98660 98660 98660 98660 98682 98682 98682 98682 98682 98682 98684 98682 98684 98682 98684 98684 98684 98684 98682 98684 98682 98684 98682 98684 98682 98684 98682 98684 98662 98662 98662 98662 98662 98662 98662 98662 98662 98662 98662 98662 98664 98662 98662 98664 98662 98662 98664 98662 98664 98664 98662 98664	4 1 1 4 3 5 1 4 2 1 4 4 1 4 5 4 4 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	No No No No No No No No No No No No No N	1 X Salary 25,000 1 X Salary 25,000 1 X Salary 25,000 1 X Salary 25,000 1 X Salary 25,000 25,000 1 X Salary 1 X Salary 1 X Salary 25,000	1 X Salary 25,000 1 X Salary 25,000 1 X Salary 25,000 1 X Salary 25,000 1 X Salary 1 X Salary 1 X Salary 1 X Salary 25,0000 25,0000 25,0000 25,0000 25,0000 25,0000000000	\$50,000 \$100,000 \$100,000 \$200,000 \$100,000	\$50,000	\$20,000 \$20,000 \$220,000 \$20,000	\$20,000	10/26/1974 8/10/1978	\$10,000 \$10,000 \$10,000 \$10,000 \$7,500	1 2 3 N/A 1 2 1 1 2 2 1 2 2 1 2 N/A 5 2 3 2 5 2 2 2 2 2 2 2 2	Buy-up Buy-up
1163 1164 1165 1166 1167 1168 1170 1171 1172 1173 1174 1175 1176 1177 1178 1179 1180 1181 1181 1182 1183 1184 1185 1186 1187 1188 1189 1190 1191 1192 1193	Active Ac	11/17/1992 4/3/1984 4/20/1982 8/17/1988 12/10/1967 12/23/1992 12/30/1984 2/19/1984 2/19/1984 2/19/1984 2/19/1984 2/19/1984 3/12/1984 2/24/1988 9/12/000 3/19/1989 12/7/1978 10/5/1982 10/20/1985 7/28/1987 4/15/1981 2/24/1988 4/15/1991 2/20/1985 7/22/1988 4/15/1991 2/23/1986 4/27/1982 8/24/1986 3/14/1986 9/23/1993	Female Female Female Female Female Male Female Male Male Male Female Male Male Male Male Male Male Male M	6/3/2019 6/12/2019 7/8/2019 7/8/2019 7/2/2019 8/9/2021 6/27/2019 7/10/2019 7/10/2019 7/10/2019 7/10/2019 7/10/2019 7/12/2019 8/5/2019 7/29/2019 8/5/201	2340 6.316.00 15.237.67 8.084.02 25.70 35.62 26.80 25.48 38.50 38.50 42.44 31.70 28.44 25.05 6.012.00 34.72 9.606.00 36.91 31.88 38.50 38.92 36.91 31.88 38.50 36.91 31.88 38.50 36.91 31.88 38.50 36.91 31.88 38.50 36.91 31.88 38.50 36.91 31.88 38.50 36.91 31.88 38.50 36.91 31.88 38.50 36.91 31.88 38.50 36.91 36.91 31.88 38.50 36.91 36.91 31.88 38.50 36.91 31.89 36.91 31.88 38.50 36.91 36.91 36.91 31.88 38.50 36.91 36.91 36.91 36.91 36.91 37.91 36.91 37.	Hourly Monthly Monthly Hourly Hourly Hourly Hourly Hourly Hourly Hourly Monthly Monthly Hourly	Full time Full time	40 40 40 40 40 40 40 40 40 42.12 42.12 42.12 42.12 40 40 40 40 40 40 40 40 40 40 40 40 40	Clerks Judicial Proceedings Specialist Management Analyst Senior Superior Court Commissioner Policy Analyst Senior Legal Secretary II Environmental Operations Specialist Highway Maintenance Specialist Deputy Sheriff Deputy Sheriff Deputy Sheriff Accountant Senior Real Property Appraiser III Disease Intervention Specialist Policy and Procedure Development Coordinator Environmental Outreach Specialist Senior Administrative Services Manager II Corrections Deputy Corrections Deputy Deputy Sheriff Financial Program Manager I Deputy Sheriff Deputy Sheriff Financial Program Manager I Deputy Sheriff Financial Program Manager I Deputy Sheriff Financial Management Analyst, Senior Equipment Technician I Weed Management Field Inspector Engineering Technician Weed Management Field Inspector Inventory Coordinator Deputy Sheriff PIC Exempt (PIC) Legal Secretary I Court Assistant Senior Corrections Deputy	Clark County Clark	Local 17 Engineers Local 307 Local 307 Local 307 Local 307 Deputy Sheriff Guild Deputy Sheriff Guild Deputy Sheriff Guild Local 11 Local 17 Appraisers Local 335 Local 17 Engineers Corrections Deputy Guild Corrections Deputy Guild Deputy Sheriff Guild Deputy Sheriff Guild Local 17 Engineers Local 11 Local 11 Corrections Deputy Guild Sheriff Support's Guild	WA WA WA WA WA WA WA WA WA WA WA WA WA W	98684 98660 97217 98683 98683 98684 98684 98684 98684 98685 98610 98685 98604 97239 98682 98682 98682 98682 98682 98682 98683 97051 98683 97051 98683 97213 98662 98683 97213 98662 98683 97213 98662 98662 98662 98662 98665 98664 98665 98664 98685 98684 98685 98684 98685 98684 98685 98684 98685	4 1 1 1 2 4 4 4 5 5 5 4 4 4 1 4 1 4 4 5 5 1 1 1 4 4 4 4	Nô Nô Nô Nô Nô Nô Nô Nô Nô Nô Nô Nô Nô N	25,000 1 X Salary 1 X Salary 1 X Salary 1 X Salary 1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 1 X Salary 25,000	25,000 1 X Salary 1 X Salary 1 X Salary 1 X Salary 1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000 1 X Salary 25,000	\$100,000 \$100,000 \$500,000 \$300,000 \$50,000 \$100,000 \$100,000 \$100,000 \$20,000 \$300,000 \$300,000 \$300,000 \$300,000	\$500,000 \$50,000 \$100,000 \$50,000 \$30,000 \$30,000	\$20,000 \$20,000 \$500,000 \$100,000 \$100,000	\$20,000 \$500,000 \$20,000 \$100,000	11/14/1989 10/15/1980 4/10/1986 6/21/1982	\$10,000	1 1 1 1 2 2 2 N/A N/A 2 2 2 1 2 1 5 5 N/A 1 1 2 2 2 2 1 N/A 8 2 2 5 N/A 8 1 2 2 5 1 N/A 8 1 2 2 2 1 N/A 8 N/A 8 2 2 2 N/A 8 N/A 2 2 2 N/A 1 1 2 2 2 N/A 1 1 2 2 2 N/A 1 1 2 2 2 N/A N/A 2 2 2 N/A N/A 2 2 2 N/A N/A 2 2 2 N/A N/A 2 2 2 N/A N/A 2 2 2 N/A N/A 2 2 2 N/A N/A 2 2 2 N/A N/A 2 2 2 N/A N/A 2 2 2 N/A N/A 2 2 2 N/A N/A 2 2 2 N/A N/A 2 2 2 N/A N/A 2 2 2 N/A N/A 2 2 2 2 N/A N/A 2 2 2 2 N/A N/A 2 2 2 2 N/A N/A 2 2 2 N/A N/A 2 2 2 2 N/A N/A 2 2 2 2 2 N/A N/A N/A 2 2 2 2 2 N/A N/A 2 2 2 2 2 N/A N/A 2 2 2 2 2 2 N/A N/A 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Buy-up

1199         Active           1200         Active           1201         Active           1202         Active           1203         Active           1204         Active           1205         Active           1206         Active           1207         Active           1208         Active           1209         Active           1209         Active           1210         Active	2/27/1977 9/26/1979 6/12/1984 1/18/1975 10/28/1992 9/26/1994 1/18/1966 8/2/1962 8/2/1962 8/2/1962 8/2/1964 4/4/1973 11/20/1979	Female Female Male Male Female Female Female Female Female Female Female Female Female	10/16/2019 10/16/2019 10/23/2019 10/23/2019 10/28/2019 10/28/2019 11/1/2019 11/1/2/2019 11/2/2019 11/25/2019 11/25/2019 11/25/2019 11/1/2019	6,971.00 8,270.70 7,322.00 33.18 27.17 6,012.00 22.29 30.78 25.48 32.64 21.76 25.48 32.44	Monthly Monthly Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly	Full time Part time Full time	40 38 40 40 40 40 40 40 40 40 40 40 40	Operations Manager Human Resources Representative Senior Management Analyst Senior Environmental Health Specialist II Traffic Control Technician Office Manager Office Assistant III Environmental Outreach Specialist Highway Maintenance Specialist Probation Services Case Manager Legal Secretary I Highway Maintenance Specialist Jail Industries Supervisor	Clark County Clark County	Local 335 Local 307 Local 11 Local 17 Engineers Local 307 Local 11 Local 307 Sheriff Support's Guild	WA WA WA WA WA WA WA WA WA WA	98683 98664 98686 98665 98663 98684 98662 97206 98674 98665 98607 98665 98607 98684 98675	1 1 4 4 1 4 4 4 4 4 4 4 4 4 4	No No No No No No No No No No	1 X Salary 1 X Salary 1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000	1 X Salary 1 X Salary 1 X Salary 25,000 25,000 1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000	\$100,000 \$100,000 \$40,000	\$100,000 \$40,000	\$20,000		10/26/1988		1         LTD           1         LTD           2         LTD           2         LTD           1         LTD           2         LTD           4         LTD	Buy-up Buy-up
1212         Active           1213         Active           1214         Active           1215         Active           1216         Active           1217         Active           1218         Active           1219         Active           1220         Active           1221         Active           1222         Active           1223         Active           1224         Active           1222         Active           1223         Active           1224         Active           1224         Active           1225         Active	7/24/1998 3/2/1976 2/7/1976 1/22/1993 7/2/1992 9/30/1990 11/28/1971 3/13/1974 10/22/1965 5/11/1998 4/13/1984 12/15/1982 2/24/1997 3/11/1991	Female Female Male Female Male Female Female Male Male Female Female Female Female Female Male	12/16/2019 12/9/2019 12/2020 12/10/2019 12/16/2019 12/30/2019 1/6/2020 1/16/2020 1/16/2020 1/16/2020 1/16/2020 9/18/2020 1/22/2020	21.25 21.15 26.39 34.88 38.50 23.76 6,635.00 6,316.00 43.98 22.82 38.50 22.29 24.87 33.50	Hourly Hourly Hourly Hourly Hourly Monthly Monthly Hourly Hourly Hourly Hourly Hourly Hourly	Full time Full time	40 40 42.12 42.12 40 40 40 40 40 42.12 40 40 42.5	Clerks Judicial Proceedings Specialist Office Assistant II Planning Technician I Deputy Sheriff Buver Assistant Financial Program Manager I Program Coordinator II Planner III Legal Secretary II Deputy Sheriff Legal Secretary I Highway Maintenance Specialist Corrections Deputy	Clark County Clark County	Local 11 Local 307 Deputy Sheriff Guild Deputy Sheriff Guild Local 11 Local 307 Local 11 Deputy Sheriff Guild Local 11 Local 307 Corrections Deputy Guild	WA WA WA WA WA WA WA WA WA WA WA WA	98683 98684 98685 98607 98686 98686 98686 98685 98682 98682 98604 98642 98642 98675 98682	4 2 5 5 4 1 1 4 5 4 5 4 4 4	No No No No No No No No No No No No	25,000 1 X Salary 25,000 25,000 25,000 25,000 1 X Salary 1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000	25,000 1 X Salary 25,000 25,000 25,000 25,000 1 X Salary 1 X Salary 25,000 25,000 25,000 25,000 25,000	\$100,000	\$100,000	\$20,000		7/17/1959	\$10,000 \$10,000	2 LTD 1 LTD 2 LTD N/A 2 LTD 1 LTD 2 LTD 2 LTD 2 LTD N/A 2 LTD 5 LTD	Виу-ир
1230         Active           1231         Active           1232         Active           1233         Active           1234         Active           1235         Active	7/31/1977 2/9/1970 3/20/1981 11/20/1982 6/10/1997 6/22/1984 10/13/1967 12/14/1987 4/3/1991 8/10/1993 3/2/0/000	Female Female Male Female Male Female Female Female Female Male	1/30/2020 2/10/2020 2/10/2020 2/10/2020 2/18/2020 2/25/2020 2/24/2020 3/2/2020 3/1/2020 2/11/2020	6.473.00 36.17 21.76 8.513.00 25.65 7,782.00 37.08 29.69 20.73 31.57 21 57	Monthly Hourly Hourly Monthly Hourly Hourly Hourly Hourly Hourly Hourly	Full time Full time Full time Full time Full time Full time Full time Full time Full time Full time	40 40 40 40 40 40 40 40 40 40	Program Coordinator II Program Coordinator II Joint Lobby Specialist II Network Administrator Juvenile Detention Officer Air Quality Engineer I Public Health Nurse II Dispatcher (CRESA) Joint Lobby Specialist II Environmental Health Specialist II Environmental Liketth Specialist II	Clark County Clark County Clark County Clark County Clark County SW Clean Air Agency Clark County Clark County Clark County Clark County Clark County	Local 335 Local 11 IT Guild Juvenile Detention Guild Local 335 CRESA Dispatcher Guild Local 11 Local 335	WA WA WA WA WA WA WA WA	98662 98607 98666 98642 98685 98682 98685 98642 98684 98642 98684	1 4 1 4 1 4 3 4 4	No No No No No No No	1 X Salary 25,000 25,000 1 X Salary 25,000 1 X Salary 25,000 1 X Salary 25,000 25,000 25,000	1 X Salary 25,000 25,000 1 X Salary 25,000 1 X Salary 25,000 1 X Salary 25,000 25,000 25,000	\$500,000 \$100,000	\$500,000 \$100,000	\$150,000	\$150,000	3/8/1983	\$10,000	1         LTD           2         LTD           2         LTD           2         LTD           6         LTD           1         LTD           2         LTD           3         LTD           2         LTD	Buy-up Buy-up
1236         Active           1237         Active           1238         Active           1239         Active           1240         Active           1241         Active           1242         Active           1243         Active           1244         Active           1245         Active           1246         Active	12/10/1990 4/19/1988 8/14/1978 8/15/1993 6/15/1974 10/12/1982 7/14/1994 5/18/1982 3/14/1996 5/12/1968	Male Male Female Female Male Female Female Female Male Male	3/1/2020 3/31/2020 3/23/2020 3/16/2020 4/1/2020 4/1/2020 4/1/2020 4/13/2020 4/30/2020	31.57 36.91 34.06 25.06 36.58 38.59 30.81 31.57 25.19 11,417.00 50.85	Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly Monthly Hourly	Full time Full time	40 42.5 40 40 40 40 40 40 40 40 40 40 42.12	Environmental Health Specialist II Corrections Deputy Accountant Senior County Council Administrative Assistant Building Inspector III Facilities Maint Specialist I Carpentry Environmental Health Specialist II Environmental Health Specialist II Program Assistant Director of Jail Services Deputy Sherfiff	Clark County Clark County	Local 335 Corrections Deputy Guild Local 11 Local 307 Local 335 Local 335 Local 11 Deputy Sheriff Guild	WA WA WA WA WA WA WA WA WA	98682 98625 98686 98665 98607 98674 98682 98662 98662 98662 98683 98683	4 4 2 4 2 4 4 4 4 4	No No No No No No No No No	25,000 25,000 1 X Salary 25,000 1 X Salary 25,000 25,000 25,000 1 X Salary 25,000	25,000 25,000 1 X Salary 25,000 1 X Salary 25,000 25,000 25,000 1 X Salary 25,000	\$100,000 \$500,000 \$100,000 \$100,000 \$100,000 \$300,000 \$100,000 \$50,000	\$100,000 \$100,000 \$100,000	\$20,000 \$20,000		10/21/1989 4/27/1978	\$10,000 \$10,000	2 LTD 5 LTD 2 LTD 1 LTD 2 LTD 2 LTD 2 LTD 2 LTD 2 LTD 1 LTD N/A	Buy-up Buy-up
1247 Active 1248 Active 1248 Active 1250 Active 1251 Active 1252 Active 1253 Active 1254 Active 1255 Active 1255 Active	8/4/1979 2/7/1972 7/8/1977 4/5/1995 3/10/1980 1/8/1964 6/2/1979 11/4/1983 4/10/1989 5/17/1979	Female Female Female Male Female Male Female Female Female Female Male	4/50/2020 5/18/2020 5/26/2020 5/18/2020 6/10/2020 6/10/2020 6/9/2020 6/16/2022 6/16/2020 6/29/2020	6,473.00 38.01 21.76 33.50 36.65 43.27 33.18 4,960.00 6,473.00 46.79	Monthly Hourly Hourly Hourly Hourly Hourly Hourly Monthly Monthly Hourly	Full time Full time Full time Full time Full time Full time Full time Full time Full time Full time	42.12 40 40 40 42.5 42.12 40 40 40 40 40 40 40 40 40 40	Pepuny Sterini Program Coordinator II Prubic Health Nurse II Joint Lobby Specialist II Corrections Deputy Deputy Sherfff Capital Programs Specialist Senior Environmental Health Specialist II Death Investigator Management Analyst Senior Deputy Sherfff	Clark County Clark County	Local 335 Local 11 Corrections Deputy Guild Deputy Sheriff Guild Local 17 Engineers Local 335 Local 8 Deputy Sheriff Guild	WA WA WA WA WA WA WA WA WA WA	98661 98663 98663 98663 98663 97211 98667 98661 98661 98642 98606	5 4 4 5 4 4 4 1 5	No No No No No No No No	1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000 1 X Salary 25,000	25,000 1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 1 X Salary 25,000	\$100,000 \$100,000 \$100,000 \$100,000 \$400,000 \$10,000 \$500,000	\$100,000 \$100,000 \$100,000 \$400,000 \$10,000 \$500,000	\$20,000 \$20,000 \$20,000 \$300,000	\$20,000	10/18/1981 3/29/1983 6/24/1989 3/29/1982	\$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000 \$10,000	N/A           1         LTD           2         LTD           5         LTD           N/A         2           2         LTD           2         LTD           2         LTD           2         LTD           2         LTD           1         LTD           N/A         LTD           N/A         LTD	Buy-up
1257         Active           1258         Active           1259         Active           1261         Active           1262         Active           1263         Active           1264         Active           1265         Active           1264         Active           1265         Active           1264         Active           1265         Active           1266         Active	2/1/1972 9/17/1992 9/4/1992 4/16/1980 8/4/1961 5/2/1969 7/16/1989 7/2/1987 9/29/1976 3/1/1988	Male Female Male Male Female Male Female Male Male	6/29/2020 7/16/2020 6/16/2022 8/17/2020 9/3/2020 9/1/2020 9/14/2020 9/14/2020 9/10/2020	8,725.00 29.60 36.17 33.59 33.59 28.20 24.87 26.54 23.61 36.65	Monthly Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly	Full time Full time Full time Full time Full time Full time Full time Full time Full time	40 40 40 40 40 40 40 40 40 40 40 40 42.12	System Administrator Probation Services Case Manager Public Health Nurse II Equipment Technician I Equipment Technician I Victim Advocate Grounds Maintenance Specialist Real Property Agent I Permit Technician Assistant Deputy Sherfff	Clark County Clark County Clark County Clark County Clark County Clark County Clark County Clark County Clark County Clark County	IT Guild Local 11 Local 335 Local 1432 Local 1432 Local 11 Local 307 Local 307 Deputy Sheriff Guild	WA WA WA WA WA WA WA WA WA	98648 97006 98604 98686 98632 98682 98682 98682 98682 98682 98682 98682	1 4 4 4 4 4 4 4 4 5	No No No No No No No No	1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000	1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000	\$70,000	\$70,000					2 LTD 2 LTD N/A	Buy-up Buy-up
1267         Active           1268         Active           1269         Active           1270         Active           1271         Active           1272         Active           1273         Active           1274         Active           1275         Active	9/2/1986 9/23/1983 3/3/1990 11/25/1975 9/8/1984 1/29/1985 11/30/1969 12/10/1990 7/9/1955	Male Male Female Female Female Female Female Female	9/9/2020 9/21/2020 10/1/2020 10/16/2020 10/19/2020 10/16/2020 8/22/2022 10/26/2020 11/2/2020	36.65 36.13 38.59 29.25 33.71 8,084.00 20.24 29.69 25.06	Hourly Hourly Hourly Hourly Hourly Monthly Hourly Hourly Hourly	Full time Full time Full time Full time Full time Full time Full time Part time	42.12 40 40 40 40 40 40 40 40 25	Deputy Sherff Plane Szaminer Senior Facilities Maintenance Specialist Permit Technician Epidemiologist Human Resources Representative Senior Court Assistant II Dispatcher (CRESA) Administrative Assistant	Clark County Clark County Clark County Clark County Clark County Clark County Clark County CRESA Regional Transportatio	Deputy Sheriff Guild Local 307 Local 307 Local 335 Local 11 CRESA Dispatcher Guild n	WA WA WA WA WA WA WA	98662 97230 98603 98686 98686 98686 98662 98664 98642 98684	5 4 2 4 1 4 3 2	No No No No No No No	25,000 25,000 1 X Salary 25,000 25,000 1 X Salary 25,000 1 X Salary 1 X Salary	25,000 25,000 1 X Salary 25,000 25,000 1 X Salary 25,000 1 X Salary 1 X Salary	\$40,000 \$250,000	\$250,000				\$10,000	N/A 2 LTD 1 LTD 2 LTD 2 LTD 1 LTD 2 LTD 3 LTD 1 LTD 3 LTD 1 LTD	
1276         Active           1277         Active           1278         Active           1279         Active           1280         Active           1281         Active           1282         Active           1283         Active           1284         Active           1285         Active           1286         Active           1287         Active           1288         Active           1288         Active           1289         Active           1289         Active           1280         Active           1281         Active           1282         Active           1284         Active           1285         Active           1286         Active           1289         Active           1290         Active           1291         Active	8/21/1981 6/25/1987 4/16/1991 5/29/1981 2/2/1990 3/28/1965 2/24/1961 7/5/1979 6/27/1997 7/27/2001 3/4/1987 12/19/1999 1/21/1947 3/30/1978 3/8/1982 7/17/1973	Female Male Female Male Female Female Female Female Female Female Female Female Female Male Male	12/14/2020 11/16/2020 11/23/2020 11/10/2020 11/17/2020 11/17/2020 11/17/2020 11/16/2020 11/17/2020 12/17/2020 12/17/2020 12/17/2020 12/12/2020 12/15/2020 12/14/2020	10,344.00 39.26 35.40 7,505.00 40.43 20.10 21.66 37.37 22.82 15.52 36.17 21.25 5,621.33 33.92 24.87 24.87	Monthly Hourly Monthly Hourly Hourly Hourly Hourly Hourly Hourly Hourly Monthly Hourly Hourly Hourly Hourly	Full time Full time Full time Full time Full time Full time Full time Part time Full time Full time Full time Full time Full time Full time	40 40 40 42.12 40 40 40 40 40 40 40 40 40 40 40 40	Program Manager III Mitigation Technician Epidemiologis Human Resources Representative Deputy Sheriff Sheriff Sheriff Support Specialist II Legal Secretary I Engineer II Legal Secretary I Cadet NFP Public Health Nurse II Clerks Judicial Proceedings Specialist County Councilor Engineering Technician Senior Highway Maintenance Specialist Highway Maintenance Specialist	Clark County Clark County	Local 17 Engineers Local 335 Deputy Sheriff Guild Sheriff Support's Guild Local 17 Engineers Local 11 Sheriff Support's Guild Local 335 Local 11 Local 17 Engineers Local 307 Local 307	WA WA WA WA WA WA WA WA WA WA WA WA WA W	98607 98660 98642 98662 98652 98629 98629 98684 97213 98607 98655 98671 98665 98671 98664 98606 98606 98601	- 1 4 1 5 4 2 4 4 4 4 4 4 4 4 4 4 4 4	NO NO NO NO NO NO NO NO NO NO	1 X Salary 25,000 25,000 1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000	1 X Salary 25,000 25,000 1 X Salary 25,000 1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000	\$100,000 \$100,000 \$100,000 \$70,000 \$50,000	\$100,000 \$70,000	\$50,000 \$10,000	\$10,000	4/1/1974 12/19/1964	\$10,000 \$10,000	1 LTD 2 LTD 2 LTD 1 LTD N/A 4 LTD 2 LTD 2 LTD 2 LTD 2 LTD 2 LTD 2 LTD 2 LTD 2 LTD 2 LTD	Buy-up Buy-up

1292	Active	2/22/1981	Female	12/16/2020	26.54	Hourly	Full time	40	Real Property Agent I	Clark County	Local 17 Engineers	WA	98660	4	No	25,000	25,000	\$100,000		\$20,000		11/20/1981	\$10,000	2	LTD	
1293	Active	6/17/1980	Female	1/19/2021	15,237.67	Monthly	Full time	40	Superior Court Commissioner	Clark County		WA	98683	1	No	1 X Salary	1 X Salary							1	LTD	
1294	Active	2/5/1987	Male	1/4/2021	27.17	Hourly	Full time	40	Heavy Equipment Operator	Clark County	Local 307	WA	98629	4	No	25,000	25,000	\$100,000	\$100,000	\$20,000	\$20,000	10/13/1992	\$10,000	2	LTD	
1295	Active	5/10/2001	Male	1/5/2021	25.87	Hourly	Full time	40	Heavy Equipment Operator	Clark County	Local 307	WA	97016	4	No	25,000	25,000							2	LTD	
1296	Active	6/15/1989	Male	1/6/2021	24.87	Hourly	Full time	40	Highway Maintenance Specialist	Clark County	Local 307	WA	98683	4	No	25,000	25,000							2	LTD	
1297	Active	1/9/1985	Male	2/9/2021	40.85	Hourly	Full time	40	Department Information Systems Coordinator II	Clark County	Sheriff Support's Guild	14/4	00007		N -	05.000	05 000	¢ 40,000					¢40.000		1.70	
1298	Active	11/29/1964	Male	2/9/2021	58.92	Hourly	Full time	42.12	Sergeant	Clark County	Deputy Sheriff Guild	WA WA	98607 98604	4	No No	25,000 25,000	25,000 25,000	\$40,000					\$10,000	N/A	LTD	
1298	Active	6/10/1961	Female	2/9/2021	19.63	Hourly	Full time	42.12	Sheriffs Support Specialist II	Clark County	Sheriff Support's Guild	WA	98685	4	No	25,000	25,000			\$20,000		11/9/1957		N/A	LTD	
1300	Active	9/8/1982	Male	4/16/2021	31.37	Hourly	Full time	40	Real Property Appraiser III	Clark County	Local 17 Appraisers	WA	98682	4	No	25,000	25,000			φ20,000		11/3/1337		2	LTD	
1301	Active	7/12/1989	Female	2/3/2021	25.30	Hourly	Full time	40	Accountant	Clark County	200al II Applaidolo	WA	98665	2	No	1 X Salary	1 X Salary							1	LTD	
1302	Active	5/2/1977	Female	2/16/2021	11.432.00	Monthly	Full time	40	Director Community Development	Clark County		WA	98606	1	No	1 X Salary	1 X Salary	\$50,000		\$20,000		4/25/1974	\$5,000	1	LTD	
1303	Active	2/4/1999	Female	2/22/2021	25.56	Hourly	Full time	40	Victim Advocate	Clark County	Local 11	WA	98682	4	No	25,000	25,000							2	LTD	
1304	Active	7/1/1994	Female	3/1/2021	7,130.00	Monthly	Full time	40	Deputy Prosecuting Attorney I	Clark County		WA	98682	1	No	1 X Salary	1 X Salary							1	LTD	
1305	Active	11/15/1977	Female	3/1/2021	25.30	Hourly	Full time	40	Accountant	Clark County		WA	98632	2	No	1 X Salary	1 X Salary	\$50,000					\$10,000	1	LTD	
1306	Active	6/14/1985	Female	3/16/2021	38.01	Hourly	Part time	24	Public Health Nurse II - Cowlitz NFP	Clark County	Local 335	WA	98582	4	No	25,000	25,000						\$10,000	2	LTD	Buy-up
1307	Active	6/19/1992	Female	3/8/2021	20.24	Hourly	Full time	40	Court Assistant II	Clark County	Local 11	WA	98684	4	No	25,000	25,000							2	LTD	
1308	Active	10/3/1984	Male	3/15/2021	7,693.00	Monthly	Full time	40	Internal Auditor Senior	Clark County		WA	98685	1	No	1 X Salary	1 X Salary							1	LTD	
1309	Active	8/20/1972	Female	3/17/2021	22.16	Hourly	Full time	40	Jail Industries Coordinator	Clark County	Sheriff Support's Guild	WA	98607	4	No	25,000	25,000							4	LTD	
1310	Active	9/27/1968	Male	4/1/2021	37.83	Hourly	Full time	40	Facilities Maint Specialist - Plumbing	Clark County	1 1 4 4	WA	98625	2	No No	1 X Salary	1 X Salary	¢400.000	¢400.000					1	LTD	Distant
1311 1312	Active Active	6/19/1975 6/25/1973	Female Female	4/5/2021 5/16/2022	30.30 19.76	Hourly Hourly	Full time Full time	40 40	Probation Services Case Manager Court Assistant II	Clark County	Local 11 Local 11	WA WA	98663 98683	4	No	25,000 25.000	25,000 25,000	\$100,000	\$100,000					2	LTD LTD	Buy-up
1312	Active	6/2/1989	Female	4/12/2021	23.83	Hourly	Full time	40	Judicial Assistant (Superior Court)	Clark County Clark County	Local II	WA	98685	2	No	1 X Salary	1 X Salary	\$100,000	\$100,000				\$10,000	1	LTD	Buy-up
1314	Active	10/21/1977	Female	4/19/2021	19.30	Hourly	Full time	40	Office Assistant II	Clark County	Local 307	WA	98664	4	No	25,000	25,000	\$100,000	<i><b></b><i></i><b></b></i>				<i><b></b></i>	2	LTD	buy up
1315	Active	2/7/1983	Male	4/19/2021	38.59	Hourly	Full time	40	Facilities Maint Specialist - HVAC	Clark County		WA	98661	2	No	1 X Salary	1 X Salary							1	LTD	
1316	Active	7/6/1992	Male	4/21/2021	7,130.00	Monthly	Full time	40	Deputy Prosecuting Attorney I	Clark County		WA	97220	1	No	1 X Salary	1 X Salary							1	LTD	
1317	Active	9/17/1991	Female	4/26/2021	29.69	Hourly	Full time	40	Dispatcher	CRESA	CRESA Dispatcher Guild	WA	98662	3	No	1 X Salary	1 X Salary							3	LTD	
1318	Active	7/7/1990	Female	4/26/2021	21.25	Hourly	Full time	40	Legal Secretary I	Clark County	Local 11	WA	98642	4	No	25,000	25,000	\$50,000						2	LTD	
1319	Active	11/15/1981	Male	5/3/2021	6,512.00	Monthly	Full time	40	IT Professional III	Clark County	IT Guild	WA	98682	1	No	1 X Salary	1 X Salary	\$20,000	\$20,000	\$20,000	\$20,000	5/9/1984		2	LTD	Buy-up
1320	Active	7/8/1985	Male	5/11/2021	29.39	Hourly	Full time	40	Food Services Coordinator	Clark County	Sheriff Support's Guild	WA	98660	4	No	25,000	25,000							4	LTD	
1321	Active	11/21/1976	Male	5/3/2021	6,512.00	Monthly	Full time	40	IT Professional III	Clark County	IT Guild	WA	98662	1	No	1 X Salary	1 X Salary							2	LTD	
1322	Active	2/26/1992	Male	5/10/2021	26.51	Hourly	Full time	40	Heavy Equipment Operator	Clark County	Local 307	WA	98632	4	No	25,000	25,000							2	LTD	
1323	Active	5/31/1972	Female	5/17/2021	6,971.00	Monthly	Full time	40	Program Coordinator II	Clark County		WA WA	97218 98662	1	No No	1 X Salary	1 X Salary							1	LTD	
1324 1325	Active Active	5/22/1985 8/24/1994	Female Male	6/21/2021 5/17/2021	23.83 31.88	Hourly Hourly	Full time Full time	40 42.5	Judicial Assistant (Superior Court) Corrections Deputy	Clark County Clark County	Corrections Deputy Guild	WA	98603	2	No	1 X Salary 25,000	1 X Salary 25,000							5	LTD LTD	
1325	Active	5/4/1989	Male	5/17/2021	31.88	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98661	4	No	25,000	25,000							5	LTD	Buy-up
1320	Active	2/10/1985	Male	5/17/2021	31.88	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98675	4	No	25,000	25,000	\$100,000	\$100,000	\$20,000	\$20,000	2/19/1987	\$10,000	5	LTD	Duy-up
1328	Active	3/5/1999	Female	5/17/2021	20.91	Hourly	Full time	40	Sheriffs Support Specialist III	Clark County	Sheriff Support's Guild	WA	98664	4	No	25,000	25,000	\$100,000	ψ100,000	φ20,000	φ20,000	2/13/1301	φ10,000	4	LTD	
1329	Active	11/29/1994	Female	5/17/2021	20.60	Hourly	Full time	40	Sheriffs Support Specialist II	Clark County	Sheriff Support's Guild	WA	98683	4	No	25,000	25,000	\$100,000						4	LTD	
1330	Active	2/1/1979	Male	5/17/2021	34.88	Hourly	Full time	42.12	Deputy Sheriff	Clark County	Deputy Sheriff Guild	WA	98664	5	No	25,000	25,000	\$500,000						N/A		
1331	Active	6/1/1993	Male	5/24/2021	40.43	Hourly	Full time	42.12	Deputy Sheriff	Clark County	Deputy Sheriff Guild	WA	98604	5	No	25,000	25,000							N/A		
1332	Active	2/22/1982	Male	5/17/2021	31.88	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98661	4	No	25,000	25,000							5	LTD	Buy-up
1333	Active	1/22/1991	Female	5/24/2021	5,581.00	Monthly	Full time	40	Program Coordinator I	Clark County		WA	98660	1	No	1 X Salary	1 X Salary							1	LTD	
1334	Active	11/15/1972	Male	5/28/2021	7,884.00	Monthly	Full time	40	Program Manager I	Clark County		WA	98607	1	No	1 X Salary	1 X Salary	\$100,000	\$100,000	\$20,000		12/6/1973	\$10,000	1	LTD	Buy-up
1335	Active	6/1/1963	Female	5/17/2021	19.76	Hourly	Full time	40	Office Assistant II	Clark County	Local 11	WA	98686	4	No	25,000	25,000							2	LTD	
1336	Active	1/16/1970	Female	5/17/2021	20.73	Hourly	Full time	40	Clerks Judicial Proceedings Specialist	Clark County	Local 11	WA	98684	4	No	25,000	25,000	\$50,000						2	LTD	
1337	Active	3/12/1973	Male	6/21/2021	8,921.00	Monthly	Full time	40	Program Manager II	Clark County	1 1 4 4	WA	98682	1	No	1 X Salary	1 X Salary							1	LTD	
1338	Active	11/7/1989	Female	6/1/2021	19.76	Hourly	Full time	40	Office Assistant II	Clark County	Local 11	WA WA	98685 98663	4	No	25,000	25,000							2	LTD	
1339 1340	Active	6/13/1992 7/25/1958	Female Male	5/24/2021 6/14/2021	7,755.00 10.867.00	Monthly Monthly	Full time Full time	40 40	Deputy Prosecuting Attorney I Deputy Prosecuting Attorney II	Clark County		WA	98686	1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary							1	LTD LTD	Buy-up
1340	Active Active	10/3/1984	Male	7/6/2021	24.99	Hourly	Full time	40	Judicial Assistant	Clark County Clark County		WA	98684	2	No	1 X Salary	1 X Salary							1	LTD	Duy-up
1342	Active	2/1/1980	Female	6/21/2021	25.41	Hourly	Full time	40	Accountant	Clark County	Local 11	WA	98610	4	No	25,000	25.000	\$100,000	\$100,000	\$20,000	\$20,000	1/21/1974		2	LTD	
1343	Active	2/9/1979	Female	6/28/2021	25.87	Hourly	Full time	40	Permit Technician	Clark County	Local 307	WA	98607	4	No	25,000	25,000	\$100,000	<i><b></b><i></i><b></b></i>	<i><b>Q</b>20,000</i>	<i><b>Q</b>20,000</i>			2	LTD	
1344	Active	5/12/1983	Female	6/22/2021	24.62	Hourly	Full time	40	Grants Accounting Specialist	Clark County	Local 11	WA	98604	4	No	25,000	25,000							2	LTD	
1345	Active	8/28/1974	Male	7/1/2021	8,286.00	Monthly	Full time	40	Family Court Services Coordinator	Clark County		WA	98683	1	No	1 X Salary	1 X Salary							1	LTD	
1346	Active	10/23/1993	Male	7/1/2021	37.49	Hourly	Full time	40	Building Inspector III	Clark County	Local 307	WA	97302	4	No	25,000	25,000							2	LTD	
1347	Active	5/2/1974	Female	7/1/2021	26.17	Hourly	Full time	40	Secretary I	SW Clean Air Agency		WA	98662	2	No	1 X Salary	1 X Salary							1	LTD	
1348	Active	3/2/1996	Female	7/1/2021	20.00	Hourly	Full time	40	PIC NonExempt (PIC)	Partners in Careers		WA	98604	2	No	1 X Salary	1 X Salary							3	LTD	
1349	Active	4/6/1993	Female	7/12/2021	19.63	Hourly	Full time	40	Sheriffs Support Specialist II	Clark County	Sheriff Support's Guild	WA	98660	4	No	25,000	25,000							4	LTD	
1350	Active	6/19/1993	Male	7/12/2021	38.50	Hourly	Full time	42.12		Clark County	Deputy Sheriff Guild	WA	98665	5	No	25,000	25,000							N/A		
1351 1352	Active Active	6/3/1983 9/13/1990	Male Male	7/12/2021 8/2/2021	34.88 9,374.00	Hourly Monthly	Full time Full time	42.12 40		Clark County	Deputy Sheriff Guild	WA WA	98632 98671	5 1	No No	25,000 1 X Salarv	25,000 1 X Salary	\$50,000	\$50,000					N/A	LTD	
1352	Active	3/7/1978	Male	8/4/2021	9,374.00	Monthly	Full time	40	Program Manager III Operations Manager Public Works	Clark County Clark County		WA	97211	1	No	1 X Salary	1 X Salary							1	LTD	
1353	Active	6/17/1983	Female	7/16/2021	6,675.00	Monthly	Full time	40	IT Professional III	Clark County	IT Guild	WA	98661	1	No	1 X Salary	1 X Salary 1 X Salary						\$10,000	2	LTD	
1355	Active	4/19/1973	Male	7/12/2021	10.602.00	Monthly	Full time	40	Program Manager III	Clark County		WA	98682	1	No	1 X Salary	1 X Salary	\$100,000	\$100,000				φ.0,000	1	LTD	
1356	Active	2/25/1987	Female	7/19/2021	28.20	Hourly	Part time	30	Victim Advocate	Clark County	Local 11	WA	98685	4	No	25,000	25,000	\$100,000		\$20,000		3/25/1988		2	LTD	
1357	Active	4/26/1979	Female	8/2/2021	20.73	Hourly	Full time	40	Joint Lobby Specialist I	Clark County	Local 11	WA	98662	4	No	25,000	25,000							2	LTD	
1358	Active	7/30/1992	Female	8/3/2021	35.11	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98604	4	No	25,000	25,000	\$100,000	\$100,000					5	LTD	
1359	Active	4/12/2000	Male	8/10/2021	34.88	Hourly	Full time	42.12	Deputy Sheriff	Clark County	Deputy Sheriff Guild	WA	98682	5	No	25,000	25,000							N/A		_
1360	Active	8/23/1978	Male	8/3/2021	35.11	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98686	4	No	25,000	25,000						\$10,000	5	LTD	Buy-up
1361	Active	5/19/1968	Male	8/2/2021	11,417.00	Monthly	Full time	40	Deputy Prosecuting Attorney Senior	Clark County		WA	97212	1	No	1 X Salary	1 X Salary	6400.000	¢400.000				¢40.000	1	LTD	
1362	Active	5/8/1974	Male	8/2/2021	38.59	Hourly	Full time	40	Facilities Maint Specialist (Electronics)	Clark County	1 0001 225	WA	98607	2	No	1 X Salary	1 X Salary	\$100,000	\$100,000				\$10,000	1	LTD	
1363 1364	Active Active	1/14/1968 1/28/1966	Female Female	8/16/2021 8/30/2021	38.95 10.614.00	Hourly Monthly	Full time Full time	40 40	Public Health Nurse II - Clark NFP Superior Court Administrator	Clark County	Local 335	WA WA	97293 98662	4	No No	25,000 1 X Salarv	25,000 1 X Salarv			\$20.000		1/01/1050		2 1	LTD LTD	
1364	Active	12/10/1995	Female	8/30/2021 8/30/2021	8.706.00	Monthly	Full time	40	Superior Court Administrator Deputy Prosecuting Attorney II	Clark County Clark County		WA	97224	1	NO	1 X Salary 1 X Salary	1 X Salary 1 X Salary			\$20,000		1/21/1959		1	LTD	
1366	Active	1/8/1997	Female	8/16/2021	20.73	Hourly	Full time	40	Clerks Judicial Proceedings Specialist	Clark County	Local 11	WA	98661	4	No	25,000	25.000							2	LTD	
1367	Active	7/17/1969	Female	8/23/2021	19.30	Hourly	Full time	40	Court Assistant II	Clark County	Local 11	WA	98665	4	No	25,000	25,000							2	LTD	
1368	Active	4/13/1994	Female	8/19/2021	23.10	Hourly	Full time	40	Juvenile Services Associate	Clark County		WA	98660	2	No	1 X Salary	1 X Salary							1	LTD	
1369	Active	6/6/1993	Male	9/7/2021	28.32	Hourly	Full time	40	911 Trainee	CRESA	CRESA Dispatcher Guild	WA	98604	3	No	1 X Salary	1 X Salary							3	LTD	
1370	Active	4/13/1998	Female	9/7/2021	28.32	Hourly	Full time	40	911 Trainee	CRESA	CRESA Dispatcher Guild	WA	98675	3	No	1 X Salary	1 X Salary							3	LTD	
1371	Active	6/13/1981	Female		13,702.50	Monthly	Full time	40	District Court Commissioner	Clark County		WA	98685	1	No	1 X Salary	1 X Salary							1	LTD	Buy-up
1372	Active	5/8/1971	Male	9/1/2021	25.56	Hourly	Full time	40	Delinquent Tax Collector	Clark County	Local 11	WA	98665	4	No	25,000	25,000							2	LTD	
1373	Active	6/19/1997	Female	8/30/2021	21.25	Hourly	Full time	40	Clerks Judicial Proceedings Specialist	Clark County	Local 11	WA	98661	4	No	25,000	25,000							2	LTD	
1374	Active	8/31/1981	Female	9/1/2021	23.10	Hourly	Full time	40	Juvenile Services Associate	Clark County		WA	97055	2	No	1 X Salary	1 X Salary	\$50,000	\$50,000	\$50,000		8/24/1973	\$10,000	1	LTD	
1375	Active	10/23/1990	Male	9/13/2021	8,706.00	Monthly	Full time	40	Deputy Prosecuting Attorney II	Clark County	1 1007	WA	98661	1	No	1 X Salary	1 X Salary	A400						1	LTD	
1376	Active	1/9/1965	Male	9/16/2021	46.32	Hourly	Full time	40	Deputy Fire Marshal	Clark County	Local 307	WA	98682	4	No	25,000	25,000	\$100,000		\$100,000		11/14/1967	\$10,000	2	LTD	
1377 1378	Active	10/5/1983 4/10/1986	Female Female	9/7/2021	19.76 19.76	Hourly Hourly	Full time Full time	40 40	Office Assistant II	Clark County	Local 11	WA WA	98684 98629	4	No No	25,000 25,000	25,000 25,000	¢50.000						2	LTD LTD	
1378	Active Active	4/10/1986 11/9/1973	Female Female	9/13/2021 9/15/2021	19.76	Hourly	Full time	40 40	Office Assistant II Office Assistant III	Clark County Clark County	Local 11 Local 307	WA	98629	4	NO NO	25,000	25,000	\$50,000						2	LTD	
1379	Active	1/28/1978	Female	9/15/2021	21.25	Hourly	Full time	40	Parks Planner	Clark County Clark County	Local 307 Local 307	WA	98685	4	No	25,000	25,000	\$100,000	\$100,000	\$100,000	\$100,000	5/3/1979	\$10,000	2	LTD	Buy-up
1381	Active	4/27/1995	Male	9/7/2021	34.88	Hourly	Full time	40		Clark County	Deputy Sheriff Guild	WA	97003	5	No	25,000	25,000	÷,000	ψ.00,000	÷,000	÷,	0,0,1010	φ.0,000	N/A	2.2	Day ap
1382	Active	5/18/1998	Female	10/18/2021	36.17	Hourly	Full time	40	Public Health Nurse II	Clark County	Local 335	WA	97214	4	No	25,000	25,000							2	LTD	
1383	Active	9/5/1998	Female	9/16/2021	21.76	Hourly	Full time	40	Joint Lobby Specialist II	Clark County	Local 11	WA	98629	4	No	25,000	25,000							2	LTD	
1384	Active	7/24/2002	Female	9/7/2021	15.17	Hourly	Part time	20	Cadet	Clark County	Sheriff Support's Guild	WA	98665	4	No	25,000	25,000							4	LTD	
								-																		

1385 Activ	9/1/9	2 Male	10/18/2021	31.49	Hourly	Full time	40	Building Inspector II	Clark County	Local 307	WA	98661	4	No	25,000	25,000						\$10,000	2 LTD	)
1386 Activ	2/1/199	7 Male	10/4/2021	30.03	Hourly	Full time	40	Engineering Technician	Clark County	Local 17 Engineers	WA	98674	4	No	25,000	25,000	\$100,000					••••	2 LTD	)
1387 Activ 1388 Activ			9/16/2021 9/27/2021	7,130.00 24.28	Monthly Hourly	Full time Full time	40 40	Deputy Prosecuting Attorney I Highway Maintenance Specialist	Clark County Clark County	Local 307	WA WA	97211 98642	1	No No	1 X Salary 25,000	1 X Salary 25,000							1 LTD 2 LTD	
1389 Activ			9/28/2021	24.28	Hourly	Full time	40	Highway Maintenance Specialist	Clark County	Local 307	WA	98686	4	No	25,000	25,000							2 LTD	)
1390 Activ 1391 Activ			9/29/2021 1/3/2022	24.28 19.30	Hourly Hourly	Full time Full time	40 40	Highway Maintenance Specialist Court Assistant II	Clark County Clark County	Local 307 Local 11	WA WA	98629 98684	4	No No	25,000 25,000	25,000 25.000							2 LTD 2 LTD	
1392 Activ	11/14/19	98 Female	9/29/2021	20.73	Hourly	Full time	40	Clerks Judicial Proceedings Specialist	Clark County	Local 11	WA	97210	4	No	25,000	25,000							2 LTD	)
1393 Activ 1394 Activ			10/4/2021 10/4/2021	7,711.00 8,513.00	Monthly Monthly	Full time Full time	40 40	Network Administrator Network Administrator	Clark County Clark County	IT Guild IT Guild	WA WA	98685 98682	1	No No	1 X Salary 1 X Salary	1 X Salary 1 X Salary	\$120,000	\$120,000					2 LTD 2 LTD	
1395 Activ			10/11/2021	28.90	Hourly	Full time	40	Probation Services Case Manager	Clark County	Local 11	WA	98606	4	No	25,000	25,000	\$120,000	\$120,000					2 LTD 2 LTD	
1396 Activ			10/18/2021	30.30	Hourly	Full time	40	GIS Technician III	Clark County	Local 11	WA	97140	4	No	25,000	25,000							2 LTD	
1397 Activ 1398 Activ			11/1/2021 10/18/2021	32.58 20.24	Hourly Hourly	Full time Full time	40 40	Planner II Office Assistant II	Clark County Clark County	Local 307 Local 11	WA WA	98664 98674	4	No No	25,000 25,000	25,000 25,000	\$100,000	\$100,000	\$20,000	\$20,000	5/9/1980		2 LTD 2 LTD	
1399 Activ	3/7/199	0 Male	11/1/2021	40.22	Hourly	Full time	40	Engineer III	Clark County	Local 17 Engineers	WA	98665	4	No	25,000	25,000						\$10,000	2 LTD	)
1400 Activ 1401 Activ			10/11/2021 10/18/2021	20.24 19.76	Hourly Hourly	Full time Full time	40 40	Court Assistant II License Specialist I	Clark County Clark County	Local 11 Local 11	WA WA	98661 98685	4	No No	25,000 25,000	25,000 25,000							2 LTD 2 LTD	
1402 Activ			11/1/2021	8,706.00	Monthly	Full time	40	Deputy Prosecuting Attorney II	Clark County	Loodi II	WA	97211	1	No	1 X Salary	1 X Salary							1 LTD	) Buy-up
1403 Activ 1404 Activ			11/1/2021 11/24/2021	30.03 42.22	Hourly Hourly	Full time Full time	40 40	Engineering Technician Environmental Operations Specialist Senior	Clark County Clark County	Local 17 Engineers Local 17 Engineers	WA WA	98661 98607	4	No No	25,000 25,000	25,000 25,000							2 LTD 2 LTD	
1405 Activ			11/15/2021	7,693.00	Monthly	Full time	40	Senior Budget and Policy Analyst	Clark County	Local 17 Engineers	WA	98683	1	No	1 X Salary	1 X Salary							1 LTD	
1406 Activ			11/2/2021	34.88	Hourly	Full time	42.12 40	Deputy Sheriff	Clark County	Deputy Sheriff Guild	WA WA	98674	5	No	25,000	25,000	\$20,000	\$20,000					N/A	
1407 Activ 1408 Activ			11/16/2021 11/2/2021	6,012.00 34.88	Monthly Hourly	Full time Full time	40 42.12	Program Coordinator II Deputy Sheriff	Clark County Clark County	Deputy Sheriff Guild	WA	98663 98604	5	No No	1 X Salary 25,000	1 X Salary 25,000	\$100,000	\$100,000					1 LTD N/A	,
1409 Activ	e 7/16/19	90 Male	11/22/2021	8,921.00	Monthly	Full time	40	Deputy Prosecuting Attorney II	Clark County		WA	97232	1	No	1 X Salary	1 X Salary							1 LTD	
1410 Activ 1411 Activ			11/2/2021 11/29/2021	15.17 23.40	Hourly Hourly	Part time Full time	20 40	Cadet Office Assistant Senior	Clark County Clark County	Sheriff Support's Guild Local 307	WA WA	98671 98682	4	No No	25,000 25,000	25,000 25,000							4 LTD 2 LTD	
1412 Activ			11/22/2021	27.63	Hourly	Full time	40	Legal Assistant	Clark County	2000/007	WA	98665	2	No	1 X Salary	1 X Salary							1 LTD	)
1413 Activ 1414 Activ			12/1/2021 12/20/2021	35.17 6,801.00	Hourly Monthly	Full time Full time	40 40	DISC II Program Coordinator II	Clark County Clark County	Local 335	WA	98661 98660	4	No No	25,000 1 X Salary	25,000 1 X Salary	\$100,000						2 LTD 1 LTD	
1414 Activ 1415 Activ			11/22/2021	25.65	Hourly	Full time	40	Juvenile Detention Officer	Clark County	Juvenile Detention Guild	WA	98661	4	No	25,000	25,000							6 LTD	
1416 Activ		•••	12/6/2021	8,706.00	Monthly	Full time	40	Planning & Development Section Manager	Clark County		WA	97202	1	No	1 X Salary	1 X Salary							1 LTD	
1417 Activ 1418 Activ			11/29/2021 11/29/2021	22.29 23.40	Hourly Hourly	Full time Full time	40 40	Office Assistant III Office Assistant II	Clark County Clark County	Local 11 Local 11	WA WA	98604 98629	4	No No	25,000 25,000	25,000 25,000							2 LTD 2 LTD	
1419 Activ			12/1/2021	35.83	Hourly	Full time	40	Digital Forensic Investigator	Clark County		WA	98665	2	No	1 X Salary	1 X Salary							1 LTD	)
1420 Activ 1421 Activ			12/1/2021 11/22/2021	19.30 20.24	Hourly Hourly	Full time Full time	40 40	Court Assistant II Office Assistant II	Clark County Clark County	Local 11 Local 11	WA WA	98682 98663	4	No No	25,000 25,000	25,000 25,000							2 LTD 2 LTD	
1421 Activ			12/1/2021	30.35	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98684	4	No	25,000	25,000							5 LTD	
1423 Activ			12/1/2021	19.63	Hourly	Full time	40	Sheriffs Support Specialist II	Clark County	Sheriff Support's Guild Sheriff Support's Guild	WA	98601	4	No	25,000	25,000	\$200,000	\$200.000				¢10.000	4 LTD	
1424 Activ 1425 Activ			12/1/2021 12/13/2021	19.63 21.76	Hourly Hourly	Full time Full time	40 40	Sheriffs Support Specialist II Joint Lobby Specialist II	Clark County Clark County	Local 11	WA WA	98661 98642	4	No No	25,000 25,000	25,000 25,000	\$200,000 \$100,000	\$200,000 \$100,000	\$20,000	\$20,000	8/1/1969	\$10,000	4 LTD 2 LTD	
1426 Activ	9 10/9/19		12/8/2021	30.48	Hourly	Full time	40	Code Enforcement Officer	Clark County	Local 307	WA	98663	4	No	25,000	25,000							2 LTD	)
1427 Activ 1428 Activ			12/27/2021 1/3/2022	37.83 20.24	Hourly Hourly	Full time Full time	40 40	FM Specialist - Plumber Joint Lobby Specialist I	Clark County Clark County	Local 11	WA WA	98661 98686	2	No No	1 X Salary 25.000	1 X Salary 25,000							1 LTD 2 LTD	
1429 Activ	9 7/7/198	7 Not declare	ed 12/16/2021	21.25	Hourly	Full time	40	Office Assistant II	Clark County	Local 335	WA	98661	4	No	25,000	25,000							2 LTD	)
1430 Activ 1431 Activ			12/14/2021 1/18/2022	25.48 19.30	Hourly Hourly	Full time Full time	40 40	Grounds Maintenance Specialist Office Assistant II	Clark County Clark County	Local 307 Local 335	WA WA	98684 98642	4	No No	25,000 25,000	25,000 25,000							2 LTD 2 LTD	
1432 Activ			1/3/2022	21.11	Hourly	Full time	40	Sheriffs Support Specialist II	Clark County	Sheriff Support's Guild	WA	98661	4	No	25,000	25,000							4 LTD	
1433 Activ			1/3/2022	22.37	Hourly	Full time	40 40	Real Property Assistant	Clark County	Local 17 Engineers	WA WA	98665 98662	4	No No	25,000 1 X Salarv	25,000 1 X Salary	\$150,000						2 LTD 1 LTD	
1434 Activ 1435 Activ			1/3/2022 1/3/2022	7,505.00 20.73	Monthly Hourly	Full time Full time	40 40	Rec Water PMII Clerks Judicial Proceedings Specialist	Clark County Clark County	Local 11	WA	98686	4	No	25,000	25,000	\$150,000						2 LTD	
1436 Activ			2/1/2022	32.35	Hourly	Full time	40	Environmental Health Specialist II	Clark County	Local 335	WA	98604	4	No	25,000	25,000							2 LTD	
1437 Activ 1438 Activ			1/18/2022 1/26/2022	25.90 25.67	Hourly Hourly	Full time Full time	40 40	Environmental Programs Technician Disease Intervention Specialist	Clark County Clark County	Local 17 Engineers Local 335	WA WA	98642 98661	4	No No	25,000 25,000	25,000 25,000							2 LTD 2 LTD	
1439 Activ	3/28/19	94 Female	1/26/2022	25.05	Hourly	Full time	40	Disease Intervention Specialist	Clark County	Local 335	WA	98682	4	No	25,000	25,000							2 LTD	)
1440 Activ 1441 Activ			2/1/2022 1/18/2022	25.90 22.29	Hourly Hourly	Full time Full time	40 40	Environmental Programs Technician Joint Lobby Specialist I	Clark County Clark County	Local 17 Engineers Local 11	WA WA	97210 98661	4	No No	25,000 25,000	25,000 25,000							2 LTD 2 LTD	
1442 Activ			1/31/2022	6,635.00	Monthly	Full time	40	Program Coordinator I	Clark County	Loodi II	WA	97219	1	No	1 X Salary	1 X Salary	\$100,000						1 LTD	)
1443 Activ 1444 Activ			1/31/2022 1/24/2022	8,706.00 23.69	Monthly Hourly	Full time Full time	40 40	Deputy Prosecuting Attorney II Highway Maintenance Specialist	Clark County Clark County	Local 307	WA WA	98685 98685	1	No No	1 X Salary 25,000	1 X Salary 25,000							1 LTD 2 LTD	
1444 Activ 1445 Activ			2/7/2022	6,473.00	Monthly	Full time	40	Program Coordinator I	Clark County	Local 307	WA	98661	4	No	1 X Salary	1 X Salary							1 LTD	
1446 Activ			2/1/2022	20.73	Hourly	Full time	40	Clerks Judicial Proceedings Specialist	Clark County	Local 11	WA	98671	4	No	25,000	25,000	\$70,000		\$20,000		5/9/1961		2 LTD	
1447 Activ 1448 Activ			1/26/2022 1/26/2022	30.03 27.89	Hourly Hourly	Full time Full time	40 40	Environmental Health Specialist I Environmental Health Specialist I	Clark County Clark County	Local 335 Local 335	WA WA	97019 99111	4	No No	25,000 25,000	25,000 25,000							2 LTD 2 LTD	
1449 Activ	e 12/4/19	92 Male	2/7/2022	27.89	Hourly	Full time	40	Environmental Health Specialist I	Clark County	Local 335	WA	98682	4	No	25,000	25,000							2 LTD	)
1450 Activ 1451 Activ			4/1/2022 2/22/2022	7,145.00 36.91	Monthly Hourly	Full time Full time	40 42.5	Program Coordinator II Corrections Deputy	Clark County Clark County	Corrections Deputy Guild	WA WA	98604 98684	1	No No	1 X Salary 25,000	1 X Salary 25,000							1 LTD 5 LTD	
1452 Activ			2/22/2022	33.28	Hourly	Full time	42.15	Deputy Sheriff	Clark County	Deputy Sheriff Guild	WA	98642	5	No	25,000	25,000	\$30,000	\$30,000	\$20,000		8/7/1984		N/A	
1453 Activ 1454 Activ			2/22/2022 2/22/2022	33.28 30.35	Hourly Hourly	Full time Full time	42.12 42.5	Deputy Sheriff Corrections Deputy	Clark County Clark County	Deputy Sheriff Guild Corrections Deputy Guild	WA WA	98604 98682	5	No No	25,000 25,000	25,000 25,000							N/A 5 LTD	,
1455 Activ			2/22/2022	26.90	Hourly	Full time	42.5	Planning Technician II	Clark County	Local 307	WA	98685	4	No	25,000	25,000							2 LTD	
1456 Activ			2/17/2022	20.73	Hourly	Full time	40	Accounting Assistant II	Clark County	Local 11	WA	98604	4	No	25,000	25,000							2 LTD	
1457 Activ 1458 Activ			2/23/2022 2/23/2022	24.64 21.66	Hourly Hourly	Full time Full time	40 40	Heavy Equipment Operator Office Assistant II	Clark County Clark County	Local 307	WA WA	98675 98682	4 2	No No	25,000 1 X Salary	25,000 1 X Salary							2 LTD 1 LTD	
1459 Activ	8/27/19	74 Male	2/16/2022	23.69	Hourly	Full time	40	Highway Maintenance Specialist	Clark County	Local 307	WA	98686	4	No	25,000	25,000			\$20,000		11/9/1978		2 LTD	)
1460 Activ 1461 Activ			2/17/2022 2/15/2022	23.69 23.69	Hourly Hourly	Full time Full time	40 40	Highway Maintenance Specialist Highway Maintenance Specialist	Clark County Clark County	Local 307 Local 307	WA WA	98604 98686	4	No No	25,000 25,000	25,000 25,000						\$10,000	2 LTD 2 LTD	
1462 Activ	e 3/6/199	1 Male	2/22/2022	30.35	Hourly	Full time	42.5	Corrections Deputy	Clark County	Corrections Deputy Guild	WA	98682	4	No	25,000	25,000	\$100,000		\$20,000		4/11/1993	<i><b>v</b></i> 10,000	5 LTD	)
1463 Activ 1464 Activ			3/1/2022 3/1/2022	6,971.00 19.76	Monthly	Full time Full time	40 40	Program Manager I	Clark County	Local 11	WA WA	98645 98665	1	No No	1 X Salary	1 X Salary	\$100,000						1 LTD 2 LTD	
1465 Activ	e 3/28/19	85 Male	2/22/2022	30.35	Hourly Hourly	Full time	42.5	Office Assistant II Corrections Deputy	Clark County Clark County	Local 11 Corrections Deputy Guild	WA	98629	4	No	25,000 25,000	25,000 25,000	\$100,000		\$20,000		3/5/1987		5 LTD	)
1466 Activ	8/12/19	B5 Female	5/16/2022	35.40	Hourly	Full time Full time	40 40	Epidemiologist	Clark County	Local 335	WA WA	98604 98604	4	No No	25,000	25,000 25,000							2 LTD	
1467 Activ 1468 Activ			2/22/2022 3/7/2022	23.69 20.73	Hourly Hourly	Full time Full time	40 40	Highway Maintenance Specialist Legal Secretary I	Clark County Clark County	Local 307 Local 11	WA WA	98604 98683	4 4	No No	25,000 25,000	25,000 25,000	\$70,000						2 LTD 2 LTD	
1469 Activ	e 4/14/20	01 Female	3/9/2022	22.47	Hourly	Full time	40	Juvenile Services Associate	Clark County		WA	98662	2	No	1 X Salary	1 X Salary							1 LTD	)
1470 Activ 1471 Activ			3/8/2022 3/7/2022	21.33 18.81	Hourly Hourly	Full time Full time	40 40	Clerks Judicial Proceedings Specialist Court Assistant II	Clark County Clark County	Local 11 Local 11	WA WA	98682 98626	4 4	No No	25,000 25,000	25,000 25,000							2 LTD 2 LTD	
1472 Activ	8/11/19	87 Female	4/4/2022	15,237.67	Monthly	Full time	40	Superior Court Commissioner	Clark County		WA	98685	1	No	1 X Salary	1 X Salary							1 LTD	)
1473 Activ			3/16/2022	31.28	Hourly	Full time	40	Equipment Technician I	Clark County	Local 1432	WA	98604 98686	4	No	25,000	25,000							2 LTD 2 LTD	
1474 Activ 1475 Activ			3/7/2022 3/16/2022	20.73 31.28	Hourly Hourly	Full time Full time	40 40	Office Assistant II Equipment Technician I	Clark County Clark County	Local 335 Local 1432	WA WA	98684	4	No No	25,000 25,000	25,000 25,000							2 LTD 2 LTD	
1476 Activ	9/20/20	01 Female	3/14/2022	18.81	Hourly	Full time	40	Office Assistant II	Clark County	Local 307	WA	98604	4	No	25,000	25,000							2 LTD	)
1477 Activ 1478 Activ			3/21/2022 4/1/2022	20.95 24.62	Hourly Hourly	Full time Full time	40 40	Weed Control Technician Office Assistant Senior	Clark County Clark County	Local 17 Engineers Local 307	WA WA	97211 98604	4 4	No No	25,000 25,000	25,000 25,000							2 LTD 2 LTD	
ACIIV	. 4/30/19	so rendle	7/1/2022	24.02	nouny		+0	Chies Addistant Ochiof	Clark County	2000/007		00004	•		20,000	20,000								

1479         Active         9/12/11           1480         Active         5/7/19           1481         Active         8/25/11           1482         Active         4/8/20           1483         Active         11/22/11           1484         Active         11/21/11           1485         Active         11/14/11           1486         Active         7/13/11           1486         Active         4/16/11           1487         Active         5/13/11           1488         Active         5/13/11           1490         Active         6/10/11           1491         Active         6/20/11           1492         Active         6/20/11           1493         Active         6/20/11           1494         Active         6/20/11           1495         Active         6/20/11           1495         Active         6/20/11           1496         Active         6/20/11           1495         Active         6/20/11           1496         Active         6/20/11           1496         Active         6/13/11           1498         Active	983         Male         4/18/2022           1989         Male         3/25/2022           1972         Male         3/25/2022           1972         Male         3/25/2022           1974         Female         5/9/2022           1974         Female         5/9/2022           1989         Male         3/25/2022           1989         Male         4/1/2022           1990         Male         4/1/2022           1990         Male         4/12/022           1990         Male         4/18/2022           1990         Male         4/18/2022           1990         Female         4/11/2022           1991         Female         4/11/2022           1991         Female         5/2/2022           1991         Female         5/2/2022           1975         Male         5/9/2022           1975         Male         5/9/2022           1976         Male	28.56         Hourly           11,812.00         Monthly           23.69         Hourly           23.69         Hourly           23.69         Hourly           23.69         Hourly           36.81.00         Monthly           30.06         Hourly           36.81         Hourly           36.81         Hourly           9,630.00         Monthly           9,630.00         Monthly           26.71         Hourly           21.07         Hourly           26.84         Hourly           21.63         Hourly           21.25         Hourly           25.43         Hourly           24.87         Hourly           25.93         Hourly           24.87         Hourly	Full time 4 Full t	Deputy County Engineer           Highway Maintenance Specialist           Highway Maintenance Specialist           Program Coordinator II           HIV/STD Program Manager II           Environmental Health Specialist II           5 Corrections Deputy           Building Inspector II           Facilities Warehouse Worker           T Professional IV           Air Quality Specialist I           Community Health Worker           911 Trainee           PIC NonExempt           Office Assistant III           Office Assistant III           Program Coordinator II           Juvenile Detention Officer           Farian Comparisons Deputy	Clark County Clark	Local 335 Local 307 Local 307 Corrections Deputy Guild Local 307 Local 335 IT Guild Local 335 CRESA Dispatcher Guild Local 307 Local 307 Juvenile Detention Guild Local 307	WA WA WA WA WA WA WA WA WA WA WA WA WA W	98664 97236 98661 98629 98664 97007 98664 98661 98606 98606 98606 98606 98660 98665 98665 98665 98665 98665 98665 98665 98665 98663	1 4 1 1 4 4 4 4 2 1 2 4 3 2 4 4 1 1 4	No No No No No No No No No No No No No N	25,000 1 X Salary 25,000 25,000 1 X Salary 1 X Salary 25,000 25,000 25,000 1 X Salary 1 X Salary 1 X Salary 1 X Salary 1 X Salary 1 X Salary 25,000 1 X Salary 25,000 1 X Salary 25,000 1 X Salary 1 X Salary 1 X Salary 25,000 1 X Salary 25,000 25,000 1 X Salary 25,000 25,000 1 X Salary 25,000 25,000 25,000 25,000 1 X Salary 25,000 25	25.000 1 X Salary 25.000 1 X Salary 1 X Salary 1 X Salary 1 X Salary 25.000 25.000 25.000 25.000 1 X Salary 1 X Salary 25.000 1 X Salary 25.000 1 X Salary 25.000 25	\$50,000 \$100,000 \$100,000 \$100,000 \$100,000 \$100,000	\$50,000 \$100,000 \$100,000 \$100,000	\$20,000 \$20,000 \$20,000	\$20,000	9/29/1990 6/30/1994 7/5/1969	\$10,000 \$10,000 \$10,000 \$10,000 \$10,000	2 1 1 2 5 2 2 1 2 1 2 3 3 2 2 1 6	LTD LTD LTD LTD LTD LTD LTD LTD LTD LTD	Виу-ир Виу-ир Виу-ир
1501         Active         5/21/19           1502         Active         3/3/19           1503         Active         4/7/19           1504         Active         10/25/1           1505         Active         7/4/19	1985         Male         5/2/2022           992         Female         5/16/2022           981         Male         5/16/2022           1973         Male         5/12/2022           978         Female         5/31/2022	29.28 Hourly 21.76 Hourly 29.88 Hourly 31.37 Hourly 47.70 Hourly	Full time	Engineering Technician     Joint Lobby Specialist I     Real Property Appraiser III     Capital Project Manager III     Capital Project Manager III	Regional Transportatio Clark County Clark County Clark County Clark County Clark County Clark County	Local 17 Engineers Local 11 Local 17 Appraisers Local 17 Appraisers Local 17 Engineers	WA WA WA WA WA	98685 98642 98661 98661 97222 98607	4 4 4 4	No No No No No	1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000	1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000	\$100,000 \$100,000 \$100,000 \$100,000	\$100,000 \$100,000 \$100,000 \$100,000	\$20,000 \$20,000	\$20,000 \$20,000	3/13/1974 7/26/1979	\$7,500 \$10,000 \$10,000	2	LTD LTD LTD LTD LTD LTD LTD	Buy-up
1506         Active         8/28/11           1507         Active         12/21/1           1508         Active         3/1/19           1509         Active         9/4/19           1510         Active         8/6/19           1511         Active         8/6/11           1512         Active         8/13/11           1513         Active         8/21/11           1514         Active         8/21/11           1515         Active         9/28/11           1516         Active         1/26/11           1516         Active         1/26/11           1517         Active         1/26/11           1518         Active         9/28/11           1519         Active         9/28/11           1510         Active         9/28/11           1517         Active         9/28/11           1520         Active         9/28/11           1521         Active         9/28/11           1522         Active         9/28/11           1523         Active         9/28/11           1524         Active         11/11/1 <td>1993         Female         5/8/2022           978         Female         5/9/2022           996         Male         5/16/2022           985         Male         5/16/2022           986         Male         5/31/2022           987         Female         5/23/2022           1987         Female         5/12/022           1987         Female         5/12/022           1987         Female         5/12/022           1987         Female         5/12/022           1986         Female         5/12/022           1986         Female         6/16/2022           1987         Female         6/16/2022           1989         Female         6/16/2022           1997         Female         7/16/2022           1996         Female         7/16/2022           1997         Female         6/6/2022           1998         Female         6/6/2022</td> <td>7,322.00         Monthly           25.27         Hourly           20.73         Hourly           23.87         Hourly           23.87         Hourly           24.4         Hourly           19.13         Hourly           19.13         Hourly           10.093.00         Monthly           25.66         Hourly           25.61         Hourly           25.62         Hourly           25.63         Hourly           25.66         Hourly           25.70         Hourly           26.50         Hourly           9,848.00         Monthly           40.85         Hourly</td> <td>Full time</td> <td>Autopsv Technician Clerks Judicial Proceedings Specialist Planning Technician I Weed Management Field Inspector Sheriffs Support Specialist II Sheriffs Support Specialist II Department Finance Manager Human Resources Representative Senior Offender Crew Chief Court Assistant II Permit Technician Assistant I Health Educator I Health Educator I If Mgr I - Infrastructure Mgr License Specialist I</td> <td>Regional Transportatio Clark County Clark County</td> <td>n Local 8 Local 11 Local 307 Local 17 Engineers Sheriff Support's Guild Sheriff Support's Guild Sheriff Support's Guild Local 11 Local 11 Local 11 Local 307 Local 11 Sheriff Support's Guild</td> <td>WA WA WA WA WA WA WA WA WA WA WA WA WA W</td> <td>98683 97201 98607 98683 98682 98682 98682 98683 98683 98683 98684 98683 98681 98681 98681 98661 98661 98661 98665</td> <td>4 4 4 4 4 1 1 4 4 4 4 4 2 4 1</td> <td>No No No No No No No No No No No No No N</td> <td>1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 1 X Salary 25,000 25,000 25,000 25,000 25,000 1 X Salary 25,000 1 X Salary 25,000</td> <td>1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 1 X Salary 1 X Salary 25,000 25,000 25,000 25,000 1 X Salary 25,000 1 X Salary 25,000 1 X Salary 25,000</td> <td>\$200,000 \$50,000 \$100,000 \$50,000</td> <td>\$200,000 \$50,000</td> <td>\$20,000 \$20,000</td> <td>\$20,000 \$20,000</td> <td>5/4/1955 3/8/1965</td> <td>\$10,000</td> <td>1 1 2 2</td> <td>LTD LTD LTD LTD LTD LTD LTD LTD LTD LTD</td> <td>Buy-up</td>	1993         Female         5/8/2022           978         Female         5/9/2022           996         Male         5/16/2022           985         Male         5/16/2022           986         Male         5/31/2022           987         Female         5/23/2022           1987         Female         5/12/022           1987         Female         5/12/022           1987         Female         5/12/022           1987         Female         5/12/022           1986         Female         5/12/022           1986         Female         6/16/2022           1987         Female         6/16/2022           1989         Female         6/16/2022           1997         Female         7/16/2022           1996         Female         7/16/2022           1997         Female         6/6/2022           1998         Female         6/6/2022	7,322.00         Monthly           25.27         Hourly           20.73         Hourly           23.87         Hourly           23.87         Hourly           24.4         Hourly           19.13         Hourly           19.13         Hourly           10.093.00         Monthly           25.66         Hourly           25.61         Hourly           25.62         Hourly           25.63         Hourly           25.66         Hourly           25.70         Hourly           26.50         Hourly           9,848.00         Monthly           40.85         Hourly	Full time	Autopsv Technician Clerks Judicial Proceedings Specialist Planning Technician I Weed Management Field Inspector Sheriffs Support Specialist II Sheriffs Support Specialist II Department Finance Manager Human Resources Representative Senior Offender Crew Chief Court Assistant II Permit Technician Assistant I Health Educator I Health Educator I If Mgr I - Infrastructure Mgr License Specialist I	Regional Transportatio Clark County Clark County	n Local 8 Local 11 Local 307 Local 17 Engineers Sheriff Support's Guild Sheriff Support's Guild Sheriff Support's Guild Local 11 Local 11 Local 11 Local 307 Local 11 Sheriff Support's Guild	WA WA WA WA WA WA WA WA WA WA WA WA WA W	98683 97201 98607 98683 98682 98682 98682 98683 98683 98683 98684 98683 98681 98681 98681 98661 98661 98661 98665	4 4 4 4 4 1 1 4 4 4 4 4 2 4 1	No No No No No No No No No No No No No N	1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 1 X Salary 25,000 25,000 25,000 25,000 25,000 1 X Salary 25,000 1 X Salary 25,000	1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 1 X Salary 1 X Salary 25,000 25,000 25,000 25,000 1 X Salary 25,000 1 X Salary 25,000 1 X Salary 25,000	\$200,000 \$50,000 \$100,000 \$50,000	\$200,000 \$50,000	\$20,000 \$20,000	\$20,000 \$20,000	5/4/1955 3/8/1965	\$10,000	1 1 2 2	LTD LTD LTD LTD LTD LTD LTD LTD LTD LTD	Buy-up
1524         Active         111111           1525         Active         4/16/11           1526         Active         11/1/11           1527         Active         11/2/11           1528         Active         10/29/11           1529         Active         10/27/11           1530         Active         10/17/11           1531         Active         5/22/11           1532         Active         2/24/11           1533         Active         2/14/21           1535         Active         11/25/1           1536         Active         12/2/11           1536         Active         2/14/21           1536         Active         2/14/21           1536         Active         2/2/11           1536         Active         2/14/21	1973         Female         7/1/2022           1993         Male         7/12/2022           1993         Female         6/13/2022           1986         Male         7/1/2022           1986         Male         7/1/2022           1986         Female         6/23/2022           1989         Male         6/21/2022           1995         Female         6/30/2022           1995         Male         7/11/2022           1995         Male         7/11/2022           1995         Male         7/11/2022           1995         Male         7/11/2022           1992         Male         7/11/2022           1994         Female         7/19/2022           1995         Female         7/19/2022	40.55 Hourly 22.82 Hourly 40.43 Hourly 20.73 Hourly 20.73 Hourly 20.24 Hourly 20.24 Hourly 21.76 Hourly 19.76 Hourly 19.76 Hourly 35.62 Hourly 20.24 Hourly 20.24 Hourly 20.24 Hourly 24.70 Hourly	Full time 4 Full time 42 Full time 4 Full time 4	Office Assistant III       Deputy Sheriff       Deputy Prosecuting Atorney II       Joint Loby Specialist I       Furvironmental Health Assistant       Court Assistant II       License Specialist I       Office Assistant II       Court Assistant II       Defice Assistant II       Court Assistant II       Office Assistant II	Clark County Clark County	Local 307 Deputy Sheriff Guild Local 31 Local 11 Local 11	WA WA WA WA WA WA WA WA WA WA WA WA	98682 98664 98604 98632 98684 98684 98684 98684 98684 98686 98686 98686 98686 98686 98686	4 5 1 4 4 4 4 4 4 4 4 4 4 4	No No No No No No No No No No No No	25,000 25,000 1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000	25,000 25,000 1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000	\$130,000 \$100,000	\$100,000	\$120,000 \$20,000	\$100,000 \$20,000	1/8/1987 11/24/1984	\$10,000 \$10,000 \$10,000	4 2 N/A 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	LTD LTD LTD LTD LTD LTD LTD LTD LTD LTD	
1538 Active 4/14/11 1539 Active 11/1/19 1540 Active 7/17/11 1541 Active 4/8/19 1542 Active 5/9/19 1543 Active 9/14/11	1967         Female         7/25/2022           1970         Male         7/14/2022           1984         Male         7/11/2022           998         Female         8/1/2022           990         Male         7/12/2022	20.73 Hourly 24.28 Hourly 23.69 Hourly 25.91 Hourly 23.69 Hourly 23.69 Hourly 6,473.00 Monthly	Full time 4 Full time 4 Full time 4 Full time 4 Full time 4 Full time 4 Full time 4	<ul> <li>Office Assistant III</li> <li>Highway Maintenance Specialist</li> <li>Highway Maintenance Specialist</li> <li>Autopsy Technician</li> <li>Highway Maintenance Specialist</li> </ul>	Clark County Clark County Clark County Clark County Clark County Clark County Regional Transportatio	Local 335 Local 307 Local 307 Local 8 Local 307	WA WA WA WA	98675 98606 98661 98642 98682	4 4 4 4	No No No No	25,000 25,000 25,000 25,000 25,000	25,000 25,000 25,000 25,000 25,000	\$100,000 \$50,000	\$100,000	\$20,000	\$20,000	4/8/1958	\$10,000 \$10,000		LTD LTD LTD LTD LTD LTD	
1544         Active         7/11/1           1545         Active         11/29/1           1546         Active         11/25/1           1547         Active         11/25/1           1548         Active         11/25/1           1549         Active         11/25/1           1549         Active         11/17/1           1550         Active         11/17/1           1551         Active         10/12/1           1552         Active         10/12/1	1978         Male         8/1/2022           1970         Male         7/27/2022           1991         Female         7/27/2022           1999         Male         7/1/2022           995         Male         7/1/2022           1997         Male         8/1/2022           1997         Male         8/1/2022           1992         Male         8/1/5/2022	8,286.00 Monthly 20.73 Hourly 21.76 Hourly 24.19 Hourly 3,333.33 Monthly 3,416.67 Monthly 25.03 Hourly 25.03 Hourly 28.08 Hourly	Full time 4 Full time 4 Full time 4	Office Assistant III Court Assistant II Permit Technician Assistant PIC Exempt PIC Exempt	Clark County Clark County Clark County Clark County Partners in Careers Partners in Careers Clark County Clark County Regional Transportatio	Local 335 Local 11 Local 307 Juvenile Detention Guild Juvenile Detention Guild n	WA WA WA WA WA WA WA WA	97215 98671 98648 98671 98661 97229 98684 98629 98664	1 4 4 2 2 4	No No No No	1 X Salary 1 X Salary 25,000 25,000 1 X Salary 1 X Salary 25,000 25,000	1 X Salary 1 X Salary 25,000 25,000 25,000 1 X Salary 1 X Salary 25,000 25,000	\$100,000 \$50,000 \$500,000	\$100,000 \$50,000	\$20,000 \$20,000	\$20,000	8/16/1976 8/4/1970	\$10,000 \$10,000	6	LTD LTD LTD LTD LTD LTD LTD LTD LTD LTD	
1553         Active         4/22/11           1554         Active         11/7/11           1555         Active         4/24/21           1556         Active         4/5/19           1557         Active         16/11           1558         Active         16/11           1559         Active         17/6/19           1559         Active         2/27/11           1560         Active         2/27/11           1562         Active         2/27/11           1562         Active         2/23/11           1563         Active         2/23/11           1564         Active         2/2/11           1565         Active         2/5/11           1565         Active         1/2/11           1566         Active         1/2/11           1567         Active         1/2/11           1567         Active         1/2/11	1999         Female         8/22/2022           1973         Male         8/2/2022           2000         Male         8/2/2022           993         Male         8/15/2022           998         Male         8/15/2022           998         Male         8/16/2022           990         Male         8/16/2022           1967         Male         8/16/2022           1998         Female         8/22/2022           1999         Female         8/22/2022           1999         Male         9/16/2022           1997         Male         9/16/2022           1997         Not declared         9/6/2022           1993         Male         8/22/2022           1997         Male         8/22/2022           1997         Male         8/22/2022           1997         Male         8/22/2022           1994         Male         8/22/2022	28.90         Hourly           50.85         Hourly           40.43         Hourly           29.28         Hourly           30.78         Hourly           29.28         Hourly           20.73         Hourly           20.24         Hourly           20.23         Hourly           20.24         Hourly           26.26         Hourly           26.27         Hourly           26.30         Hourly           20.33         Hourly           26.30         Hourly           26.31         Hourly           26.32         Hourly           26.33         Hourly           26.34         Hourly           26.35         Hourly           26.36         Hourly           36.62         Hourly           20.73         Hourly           20.73         Hourly           20.73         Hourly	Full time 4 Full time 42 Full time 4 Full time 4	Probation Services Case Manager           12         Deputy Sheriff           12         Deputy Sheriff           13         Deputy Sheriff           14         Engineering Technician           15         Engineering Technician           16         Engineering Technician           16         Court Assistant II           17         Traffic Engineer           10         Clerks Judicial Proceedings Specialist           11         Court Assistant II           17         Traffic Engineer           17         Juvenile Detention Officer           10         Court Assistant II	Clark County Clark County	Local 11 Deputy Sheriff Guild Deputy Sheriff Guild Local 17 Engineers Local 17 Engineers Local 17 Engineers Local 17 Engineers Local 11 Local 11 Local 11 Local 11 Local 11 Local 11 Local 11 Local 11 Local 11	WA WA WA WA WA WA WA WA WA WA WA WA WA W	96682 97003 98642 98682 98682 98682 98682 98682 98662 98664 98663 98662 97217 98660 98683 98660 97217	4 5 4 4 4 4 4 4 4 4 4 4 4 4	No No No No No No No No No No No No No N	1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000	1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000	\$10,000 \$30,000	\$10,000	\$10,000	\$10,000	10/19/1972	\$10,000	N/A N/A 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	LTD LTD LTD LTD LTD LTD LTD LTD LTD LTD	

1569         Active         8/2           1570         Active         1/1           1571         Active         1/1           1572         Active         8/2           1574         Active         8/2           1575         Active         8/2           1574         Active         8/2           1575         Active         8/2           1576         Active         8/2           1576         Active         8/2           1576         Active         9/3           1576         Active         9/4           1578         Active         9/4           1580         Active         9/4           1581         Active         9/4           1583         Active         9/4           1584         Active         8/4           1585         Active         4/4           1586         Active         5/1           1590         Active         1/1           1589         Active         1/1           1589         Active         1/1           1589         Active         1/1           1589         Active <td< th=""><th>7/1974         Female           7/1974         Female           8/1983         Female           8/1984         Male           1/1968         Male           1/1968         Male           1/1989         Female           1/1990         Female           1/1990         Female           2/1964         Male           2/1964         Male           2/1964         Male           3/1991         Male           3/1991         Male           5/2001         Female           9/1999         Male           5/1975         Male           5/1976         Female           5/1975         Male           5/1980         Male</th><th>9(13)2(022 9(12)2022 9(8)2(022 9(8)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022</th><th>38.01         Hourly           24.90         Hourly           3.33.33         Monthly           3.33.33         Monthly           3.35.00         Monthly           3.65.00         Monthly           3.65.01         Monthly           3.67.1         Hourly           24.70         Hourly           40.73         Hourly           40.43         Hourly           40.43         Hourly           40.43         Hourly           22.29         Hourly           21.11         Hourly           40.43         Hourly           21.6         Hourly           21.76         Hourly           21.76         Hourly           33.18         Hourly           33.18         Hourly           38.01         Hourly           38.01         Hourly           38.01         Hourly           38.01         Hourly           18.81         Hourly           23.11         Hourly           23.11         Hourly           23.11         Hourly           23.11         Hourly           23.11         Hourl</th><th>Full time Full time</th><th>40 40 40 40 40 40 40 42.5 42.5 42.5 42.5 42.5 42.5 42.5 42.5</th><th>Public Health Nurse II Land Records Technician II PIC Exempt Highway Maintenance Specialist Management Analyst Senior Epidemiologist Animal Control Officer Joint Lobby Specialist I Environmental Health Specialist I Deputy Sheriff Deputy Sheriff Corrections Deputy Sheriffs Support Specialist II Cadet Joint Lobby Specialist I Office Assistant II Deputy Sheriff Environmental Health Specialist II Office Assistant II Office Assistant II Public Health Nurse II Public Health Nurse II Public Health Nurse II Court Assistant II Court Assistant II Court Assistant II Jury Administration - Administrative Assistant Office Assistant II Public Technican, Assistant Court Assistant II Dury Assistant II Dury Aministration - Administrative Assistant Office Assistant II Puc NonExempt</th><th>Clark County Clark County Partners in Careers Clark County Clark Count</th><th>Local 335 Local 11 Local 307 Local 335 Local 11 Local 335 Deputy Sheriff Guild Deputy Sheriff Guild Deputy Sheriff Guild Corrections Deputy Guild Sheriff Support's Guild Sheriff Support's Guild Local 337 Deputy Sheriff Guild Local 335 Local 307 T Guild Local 335 Local 307 Local 335 Local 307 Local 11 Local 11 Local 11 Local 11 Local 335</th><th>WA WA WA WA WA WA WA WA WA WA WA WA WA W</th><th>98685 98661 98665 98671 98604 98683 98604 98682 98665 98663 98683 98685 98665 98665 98665 98665 98665 98664 97124 98663 98664 97086 98662 98665 98662 98665 98665 98665 98665 98665 98665 98665 98665 98665 98665 98665 98665 98665 98665</th><th>4 4 2 4 1 4 4 4 5 5 5 5 4 4 4 4 4 4 4 4 4 4 4</th><th>No No No No No No No No No No No No No N</th><th>25,000 25,000 1 X Salary 25,000 1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 1 X Salary 25,000 25,0</th><th>25,000 25,000 1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 1 X Salary 25,000 2</th><th>\$40,000 \$100,000 \$200,000 \$100,000 \$100,000 \$100,000 \$50,000 \$70,000</th><th>\$200,000 \$100,000</th><th>\$20,000 \$20,000 \$20,000 \$20,000</th><th>\$20,000</th><th>6/22/1986 10/8/1991 3/19/1974 9/19/1967</th><th>\$10,000</th><th>2 3 1 2 2 2 2 2 N/A N/A 5 4 4 2 2 N/A N/A 5 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2</th><th></th><th>Buy-up Buy-up Buy-up</th></td<>	7/1974         Female           7/1974         Female           8/1983         Female           8/1984         Male           1/1968         Male           1/1968         Male           1/1989         Female           1/1990         Female           1/1990         Female           2/1964         Male           2/1964         Male           2/1964         Male           3/1991         Male           3/1991         Male           5/2001         Female           9/1999         Male           5/1975         Male           5/1976         Female           5/1975         Male           5/1980         Male	9(13)2(022 9(12)2022 9(8)2(022 9(8)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022 9)4)2(022	38.01         Hourly           24.90         Hourly           3.33.33         Monthly           3.33.33         Monthly           3.35.00         Monthly           3.65.00         Monthly           3.65.01         Monthly           3.67.1         Hourly           24.70         Hourly           40.73         Hourly           40.43         Hourly           40.43         Hourly           40.43         Hourly           22.29         Hourly           21.11         Hourly           40.43         Hourly           21.6         Hourly           21.76         Hourly           21.76         Hourly           33.18         Hourly           33.18         Hourly           38.01         Hourly           38.01         Hourly           38.01         Hourly           38.01         Hourly           18.81         Hourly           23.11         Hourly           23.11         Hourly           23.11         Hourly           23.11         Hourly           23.11         Hourl	Full time Full time	40 40 40 40 40 40 40 42.5 42.5 42.5 42.5 42.5 42.5 42.5 42.5	Public Health Nurse II Land Records Technician II PIC Exempt Highway Maintenance Specialist Management Analyst Senior Epidemiologist Animal Control Officer Joint Lobby Specialist I Environmental Health Specialist I Deputy Sheriff Deputy Sheriff Corrections Deputy Sheriffs Support Specialist II Cadet Joint Lobby Specialist I Office Assistant II Deputy Sheriff Environmental Health Specialist II Office Assistant II Office Assistant II Public Health Nurse II Public Health Nurse II Public Health Nurse II Court Assistant II Court Assistant II Court Assistant II Jury Administration - Administrative Assistant Office Assistant II Public Technican, Assistant Court Assistant II Dury Assistant II Dury Aministration - Administrative Assistant Office Assistant II Puc NonExempt	Clark County Clark County Partners in Careers Clark County Clark Count	Local 335 Local 11 Local 307 Local 335 Local 11 Local 335 Deputy Sheriff Guild Deputy Sheriff Guild Deputy Sheriff Guild Corrections Deputy Guild Sheriff Support's Guild Sheriff Support's Guild Local 337 Deputy Sheriff Guild Local 335 Local 307 T Guild Local 335 Local 307 Local 335 Local 307 Local 11 Local 11 Local 11 Local 11 Local 335	WA WA WA WA WA WA WA WA WA WA WA WA WA W	98685 98661 98665 98671 98604 98683 98604 98682 98665 98663 98683 98685 98665 98665 98665 98665 98665 98664 97124 98663 98664 97086 98662 98665 98662 98665 98665 98665 98665 98665 98665 98665 98665 98665 98665 98665 98665 98665 98665	4 4 2 4 1 4 4 4 5 5 5 5 4 4 4 4 4 4 4 4 4 4 4	No No No No No No No No No No No No No N	25,000 25,000 1 X Salary 25,000 1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 1 X Salary 25,000 25,0	25,000 25,000 1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 25,000 1 X Salary 25,000 2	\$40,000 \$100,000 \$200,000 \$100,000 \$100,000 \$100,000 \$50,000 \$70,000	\$200,000 \$100,000	\$20,000 \$20,000 \$20,000 \$20,000	\$20,000	6/22/1986 10/8/1991 3/19/1974 9/19/1967	\$10,000	2 3 1 2 2 2 2 2 N/A N/A 5 4 4 2 2 N/A N/A 5 4 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		Buy-up Buy-up Buy-up
1599 Active 8/5 1600 Active 3/1 1601 Active 11/	5/1981 Male 7/1963 Male /4/2000 Female 22/1966 Male		5,581.00 Monthly 23.69 Hourly 25.03 Hourly 32.35 Hourly	Full time Full time Full time Full time	40 40 40 40	Public Health Emergency Preparedness and Response Coordinator Highway Maintenance Specialist Juvenile Detention Officer Environmental Health Specialist II	Clark County Clark County Clark County Clark County Clark County	Local 307 Juvenile Detention Guild Local 335	WA WA WA	97034 98662 98604 98596	1 4 4	No No No No	1 X Salary 25,000 25,000 25,000	1 X Salary 25,000 25,000 25,000	\$100,000	\$100,000				\$10,000	2 6	LTD LTD LTD LTD	Buy-up Buy-up
1603         Active         12/*           1604         Active         6/1           1605         Active         12/5           1606         Active         12/5	10/1993 Female 4/1986 Male 31/1984 Female 18/1989 Male 21/1998 Male	10/24/2022	19.68 Hourly 5,581.00 Monthly 25.70 Hourly 40.43 Hourly 40.43 Hourly	Full time Full time Full time Full time Full time	40 40 40 42.12 42.12	Office Assistant II Program Coordinator I 911 Trainee Deputy Sheriff Deputy Sheriff	Clark County Clark County CRESA Clark County Clark County Clark County	CRESA Dispatcher Guild Deputy Sheriff Guild Deputy Sheriff Guild	WA WA WA WA WA	98662 98682 98642 98664 97068	2 1 3 5	No No No No	1 X Salary 1 X Salary 1 X Salary 1 X Salary 25,000 25,000	1 X Salary 1 X Salary 1 X Salary 25,000 25,000	\$100,000	¥100,000					1 1 3 N/A N/A	LTD LTD LTD LTD	Buy-up
1608         Active         111           1609         Active         3//           1610         Active         8//           1611         Active         8//           1612         Active         11//           1613         Active         11//           1614         Active         11//           1615         Active         3//	1/1090         Female           8/1987         Female           1/1990         Male           55/1977         Female           21/1991         Male           9/1978         Female           6/1986         Female           12/2002         Female	10/25/2022 11/1/2022 10/31/2022 11/1/2022 11/1/2022 11/21/2022 6	40.43 Hourly 26.47 Hourly 37.46 Hourly 20.24 Hourly 36.91 Hourly 36.91 Monthly 36.85.00 Monthly 16.34 Hourly 16.34 Hourly	Full time Full time Full time Full time Full time Full time Full time Part time Part time	42.12 40 40 40 42.5 40 40 20 20	Cabetut Stheriff Office Assistant III CAD & IT Technician Court Assistant II Corrections Deputy Assessment Coordinator Strategic Initiatives Coordinator Cadet Cadet	Clark County Clark County CRESA Clark County Clark County Clark County Clark County Clark County Clark County Clark County	Deputy Sheriff Guild Local 11 Local 11 Corrections Deputy Guild Sheriff Support's Guild Sheriff Support's Guild	WA WA WA WA WA WA WA	98662 98607 98671 98686 98665 97206 98532 98604 98642	5 4 2 4 4 1 1 4 4	No No No No No No No No	25,000 25,000 1 X Salary 25,000 1 X Salary 1 X Salary 25,000 25,000	25,000 25,000 1 X Salary 25,000 25,000 1 X Salary 1 X Salary 25,000 25,000	\$100,000 \$10,000 \$100,000		\$20,000	\$20,000	2/12/1985	\$10,000	N/A 2 1 2 5 1 1 4 4	LTD LTD LTD LTD LTD LTD LTD LTD	
1618         Active         6/1           1619         Active         9/2           1620         Active         10/           1621         Active         10/           1622         Active         11/           1623         Active         9/2           1624         Active         9/2           1625         Active         12/	24/1991         Male           8/1969         Male           8/1976         Male           13/1976         Male           25/1982         Male           26/1982         Male           8/1998         Female           27/2003         Female           20/1997         Male           11/1982         Male	11/7/2022 11/15/2022 6 11/14/2022 11/14/2022 11/14/2022 11/14/2022 11/14/2022 11/14/2022 11/14/2022 6	3,333.33         Monthly           37.83         Hourly           6,048.00         Monthly           38.59         Hourly           34.72         Hourly           25.70         Hourly           25.70         Hourly           25.70         Hourly           25.70         Hourly           54.72         Hourly           54.70         Hourly	Full time Full time Full time Full time Full time Full time Full time Full time	40 40 40 40 40 40 40 40 40	PIC Exempt Facilities Maintenance Specialist IT Professional III Facilities Maintenance Specialist Engineering Technician Senior 911 Trainee 911 Trainee 911 Trainee 911 Trainee 911 Trainee 911 Trainee	Partners in Careers Clark County Clark County Clark County Clark County CRESA CRESA CRESA Clark County	IT Guild Local 17 Engineers CRESA Dispatcher Guild CRESA Dispatcher Guild CRESA Dispatcher Guild	WA WA WA WA WA WA WA	98661 98625 97068 98603 98663 98686 98686 98604 98682 98682 98685	2 2 1 2 4 3 3 3 1	No No No No No No No	1 X Salary 1 X Salary 1 X Salary 1 X Salary 25,000 1 X Salary 1 X Salary 1 X Salary 1 X Salary 1 X Salary	1 X Salary 1 X Salary 1 X Salary 1 X Salary 25,000 1 X Salary 1 X Salary 1 X Salary 1 X Salary 1 X Salary	\$100,000	\$100,000	\$20,000	\$20,000	3/14/1979		3 1 2 1 3 3 3 3 1	LTD LTD LTD LTD LTD LTD LTD LTD LTD LTD	Buy-up
1627 Active 11/2 1628 Active 11/2 1629 Active 8/1 1630 Active 3/3 1631 Active 11/2	4/1996         Male           26/1999         Male           15/1993         Male           1/1969         Female           00/1972         Female           15/1982         Male	12/6/2022 12/12/2022	27.74 Hourly 20.73 Hourly 25.03 Hourly 3,706.00 Monthly 21.76 Hourly 31.37 Hourly	Full time Full time Full time Full time Full time Full time	40 40 40 40 40 40	Weed Management Field Inspector Deputy Registrar Juvenile Detention Officer Human Resources Representative Senior Clerks Judicial Proceedings Specialist Real Property Appraiser III	Clark County Clark County Clark County Clark County Clark County Clark County	Local 17 Engineers Local 335 Juvenile Detention Guild Local 11 Local 17 Appraisers	WA WA WA WA WA	97217 98682 98662 98686 98674 98642	4 4 1 4 4	No No No No No	25,000 25,000 25,000 1 X Salary 25,000 25,000	25,000 25,000 25,000 1 X Salary 25,000 25,000	\$50,000	\$50,000	\$20,000 \$20,000	\$20,000	3/30/1968 1/8/1969	\$10,000 \$10,000	2 2 6 1 2 2	LTD LTD LTD LTD LTD LTD	Buy-up Buy-up
1633         Active         11/           1634         Active         4/2           1635         Active         8/6           1636         Active         5/2           1637         Active         6/1           1638         Active         1/5	7/1981         Female           /5/1997         Female           /3/1950         Female           /8/1977         Female           /6/2000         Female           /3/1955         Female           /9/1969         Female	12/12/2022 6 12/8/2022 12/21/2022 5 12/19/2022	31.37         Hourly           22.47         Hourly           5,621.34         Monthly           3,316.00         Monthly           20.73         Hourly           5,581.00         Monthly           20.73         Hourly           5,581.00         Monthly	Full time Full time Full time Full time Full time Full time Full time	40 40 40 40 40 40 40	Real Property Appraiser III Juvenile Services Associate County Councilor Program Coordinator I Deputy Registrar Program Coordinator I License Specialist I	Clark County Clark County Clark County Clark County Clark County Clark County Clark County	Local 17 Appraisers Local 335 Local 11	WA WA WA WA WA WA	98607 98604 98642 97212 98629 97230 98684	4 2 1 4 1 4	No No No No No No	25,000 1 X Salary 1 X Salary 1 X Salary 25,000 1 X Salary 25,000	25,000 1 X Salary 1 X Salary 1 X Salary 25,000 1 X Salary 25,000	\$100,000	\$100,000	\$20,000	\$20,000	7/4/1978	\$10,000	2 1 1 2 1 2	LTD LTD LTD LTD LTD LTD LTD LTD	
1639         Active         47,7           1640         Active         7/1           1641         Active         7/1           1642         Active         7/2           1643         Active         7/2           1644         Active         7/2           1644         Active         7/2           1645         Active         7/2           1646         COBRA         1/1           1647         Retiree         6/1           1648         Retiree         6/1           1650         Retiree         9/1           1651         Retiree         1/1           1652         Retiree         1/1           1653         Retiree         1/1           1655         COBRA         7/2           1655         COBRA         7/2           1656         Retiree         10/1           1657         Retiree         6/2           1658         COBRA         9/1           1658         COBRA         9/1           1658         COBRA         9/1           1658         ROBRA         9/1           1658         COBRA         <	Male         Male           5/1997         Male           5/1997         Male           6/1996         Male           6/1997         Male           1/1987         Male           1/1989         Male           1/1950         Female           1/1959         Male           0/1959         Female           1/1950         Male           0/1950         Female           1/1950         Male           0/1970         Male           0/1970         Male           0/1986         Female           8/1985         Female           8/1985         Female           8/1985         Female           2/1961         Male	12/12/2022 7	7,322.00 Monthly 5,078.00 Monthly 23.69 Hourly 30.81 Hourly 29.16 Hourly 40.43 Hourly	Full time Full time Full time Full time Full time Full time Full time	40 40 40 40 40 40 42.12	Program Manager I Death Investigator Grounds Maintenance Specialist Environmental Health Specialist II Real Property Appraiser III Environmental Health Specialist II Deputy Sheriff	Clark County Clark	Local 8 Local 307 Local 307 Local 335 Local 37 Appraisers Local 335 Deputy Sheriff Guild Juvenile Detention Guild Deputy Sheriff Guild Local 17 Appraisers Corrections Deputy Guild Local 335 Deputy Sheriff Guild Deputy Sheriff Guild Local 307 Sheriff Support's Guild Sheriff Support's Guild Deputy Sheriff Guild	WA WA WA WA WA WA	97006 98685 98662 98661 98682 98683 98682 98682 98682 98684 98604 98604 98604 98604 98664 98686 98686 98686 98686 98686 98686 98686 98686 98686 98686 98684 98665 98604 98664 98665	1 4 4 4 4 5	No No No No No	1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000	1 X Salary 25,000 25,000 25,000 25,000 25,000 25,000 25,000	\$100,000							LTD LTD LTD LTD LTD LTD	

### ATTACHMENT D PAGE 1 of 19 Retiree

4004	Detine	0/00/4000	Mala		
1661	Retiree	6/22/1966	Male	Clark County Deputy Sheriff Guild	
1662	Retiree	12/11/1963	Male	Clark County	
1663	COBRA	5/6/1960	Female	Clark County	
1664	Retiree	5/10/1964	Male	Clark County Deputy Sheriff Guild	
1665	Retiree	5/8/1959	Female	Clark County Local 11	
1666	Retiree	9/10/1959	Male	Clark County Edda 11	
1667	Retiree	1/28/1961	Male	Clark County	
1668	Retiree	12/14/1946	Male	Clark County Deputy Sheriff Guild	
1669	Retiree	3/7/1950	Male	Clark County Deputy Sheriff Guild	
1670	Retiree	3/8/1944	Male	Clark County Deputy Sheriff Guild	
1671	Retiree	11/20/1942	Male	Clark County Deputy Sheriff Guild	
1672	Retiree	11/30/1951	Female	Clark County Deputy Sheriff Guild	
1673	Retiree	5/16/1948	Male	Clark County Deputy Sheriff Guild	
1674	Retiree	8/12/1942	Male	Clark County Deputy Sheriff Guild	
1675	Retiree	9/13/1951	Male	Clark County Deputy Sheriff Guild	
1676	Retiree	2/1/1939	Male	Clark County Deputy Sheriff Guild	
1677	Retiree	5/12/1945	Male	Clark County Deputy Sheriff Guild	
1678	Retiree	8/10/1941	Male	Clark County Deputy Sheriff Guild	
1679	Retiree	11/6/1938	Male	Clark County Deputy Sheriff Guild	
1680	Retiree	11/16/1953	Male	Clark County Deputy Sheriff Guild	
1681	Retiree	6/29/1940	Female	Clark County Deputy Sheriff Guild	
1682	Retiree	7/25/1946	Male	Clark County Deputy Sheriff Guild	
1683	Retiree	10/25/1943	Male		
				Clark County Deputy Sheriff Guild	
1684	Retiree	9/14/1951	Male	Clark County Deputy Sheriff Guild	
1685	Retiree	2/23/1947	Male	Clark County Deputy Sheriff Guild	
1686	Retiree	1/25/1946	Male	Clark County Deputy Sheriff Guild	
1687	Retiree	4/9/1944	Male	Clark County Deputy Sheriff Guild	
1688	Retiree	12/30/1946	Male	Clark County Deputy Sheriff Guild	
1689	Retiree	8/22/1948	Male	Clark County Deputy Sheriff Guild	
1690	Retiree	2/28/1957	Male	Clark County Deputy Sheriff Guild	
1691	Retiree	7/20/1958	Female	Clark County Corrections Deputy Guild	
1692	Retiree	3/10/1959	Female	Clark County	
1693	Retiree	1/22/1960	Female	Clark County	
1694	Retiree	7/30/1958	Female	Clark County Corrections Deputy Guild	
1695	Retiree	12/29/1958	Male	Clark County Corrections Deputy Guild	
1696	Retiree	2/24/1959	Male	Clark County Deputy Sheriff Guild	
1697	Retiree	7/25/1958	Female	Clark County	
1698	Retiree	4/25/1962	Female	Clark County	
1699	Retiree	3/16/1968	Male	Clark County Deputy Sheriff Guild	
	Retiree	6/18/1960	Male	RTC	
1700					
1701	Retiree	12/23/1965	Male	Clark County Corrections Deputy Guild	
1702	Retiree	10/26/1963	Male	Clark County IT Guild	
1703	Retiree	8/11/1961	Male	Clark County Deputy Sheriff Guild	
1704	Retiree	2/23/1960	Female	Clark County Local 17 Appraisers	
1705	COBRA	6/19/1960	Female	Clark County Local 8	
1706	COBRA	7/12/1962	Male	Clark County Local 8	
1707	Retiree	2/12/1959	Female	Clark County	
1708	Retiree	1/20/1952	Male	Clark County Deputy Sheriff Guild	
1709	Retiree	7/9/1954	Male	Clark County	
	Retiree	8/28/1949	Male	Clark County Deputy Sheriff Guild	
1710					
1711	Retiree	11/17/1951	Female	Clark County Deputy Sheriff Guild	
1712	Retiree	10/17/1949	Male	Clark County Deputy Sheriff Guild	
713	Retiree	2/25/1948	Male	Clark County Deputy Sheriff Guild	
1714	Retiree	2/16/1946	Male	Clark County Deputy Sheriff Guild	
715	Retiree	7/17/1947	Male	Clark County Deputy Sheriff Guild	
716	Retiree	3/20/1951	Male	Clark County Deputy Sheriff Guild	
1717	Retiree	11/18/1950	Male	Clark County Deputy Sheriff Guild	
1718	Retiree	8/10/1953	Male	Clark County Deputy Sheriff Guild	
1719	Retiree	1/20/1952	Male	Clark County Deputy Sheriff Guild	
720	Retiree	3/23/1942	Male	Clark County Deputy Sheriff Guild	
721	Retiree	2/22/1945	Male	Clark County Deputy Sheriff Guild	
722	Retiree	5/5/1937	Male	Clark County Deputy Sheriff Guild	
723	Retiree	10/23/1956	Male	Clark County Local 1432	
724	Retiree	4/29/1948	Male	Clark County Deputy Sheriff Guild	
725	COBRA	1/12/1978	Female	Clark County Local 307	
726	Retiree	2/5/1950	Male	BTC	
727	COBRA	12/22/1953	Male	Clark County	
728	COBRA	8/6/1985	Male	Clark County Local 17 Engineers	
729	Retiree	7/7/1956	Male	Clark County Local 17 Engineers	
730	COBRA	4/6/1958	Female	SWCAA	
	Retiree	3/31/1954	Female	Clark County Local 17 Engineers	
731		2/24/1944	Female	Clark County Deputy Sheriff Guild	
731				Clark County Local 307	
	Retiree COBRA	7/13/1995	Female		

END OF ATTACHMENT D

# AON

Bidding Vendo	r must check the acknowledgment box	☐ I, the vendor, have reviewed this document				
CLIENT NAME:	Clark County					
Introduction and Instructions:						
RFP TYPE:	Procurement					
AON OFFICE:	Portland, OR					
CLIENT TEAM Contact:	Jennifer Weddle, Allie Huang					
CLIENT Address:	1300 Franklin St, 2nd Floor, Vancouver WA, 98660					
CLIENT SIZE:	1645					
EFFECTIVE DATE:	1/1/2024					
Questionnaire included in RFP:	Sales Questionnaire					

\*\*\*\*All responses must be submitted in this Excel RFP. All deviations and caveats must be noted in the Plan Provision and Financial worksheets within this RFP. Please clearly note any enhancements or deviations.

Please refer to READ ME FIRST dcoument provided in addition to this template document

MARKETING TIMELINE							
Activity	Date						
Release RFP to Bidders	7/26/2023						
Carrier Questions Due	8/2/2023						
Proposals Due From Bidders	8/23/2023						
Effective Date	1/1/2024						

# AON Clark County SPS Request for Proposal Information

onent	Information		Comments
01	Client Name	County of Clark	
2	Client Address, City, State, and ZIP Code	1300 Franklin St, 2nd Floor, Vancouver WA, 98660	
3	Where is the group sitused (legal jurisdiction)?	Vancouver, WA	
4	Industry (SIC) Code	9111	
5	Industry Description	Public	
on C	ontact Information		Comments
1	Practice Client Lead Name (Client Owner)	Megan Poppe	
2	Project Manager	Jennifer Weddle, Allie Huang	
omm	ission Information		Comments
	Commission Basis (Fee, Commission, Other)	Percentage	
2	Confirm current commission percentage amount, tiered percentages, or flat dollar amount	0.00%	
3	Confirm commission amount to be included in the requested rates of the RFP (% or \$	0.00%	
	amount)	0.0078	<u> </u>
	formation (Complete rows 30-57, then click the "Update Plan Tabs" button)		Comments
	Plan Name & Type	Basic Life/AD&D	
	Will Basic Life/AD&D be marketed?	Yes	
	Plan Year Effective Date	01/01/24	
}	Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design	Yes	
03a	ir a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations?	Yes	
	Do you want to include a proposed or alternate plan design to be quoted?	No	
	Plan Name & Type	Voluntary Life/AD&D	
01a	Will Voluntary Life/AD&D be marketed?	Yes	
2	Plan Year Effective Date	01/01/24	
3	Should the proposed plan design match the current plan design?	Yes	
	If a quoting vendor cannot exactly match the current plan design, will you accept plan design	Yes	
03a	deviations?	103	
03a	deviations? Do you want to include a proposed or alternate plan design to be quoted?	No	
03a 4			
03a 4 1	Do you want to include a proposed or alternate plan design to be quoted?	No	
03a 1 01a	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type	No Long Term Disability	
03a 4 1 01a 2	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed?	No Long Term Disability Yes	
03a 4 01a 2 3	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed? Plan Year Effective Date	No Long Term Disability Yes 01/01/24	
03a 4 01a 2 3 03a	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design	No Long Term Disability Yes 01/01/24 Yes	
03a 01a 2 03a	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations?	No Long Term Disability Yes 01/01/24 Yes Yes Yes	
03a 1 01a 2 3 03a 1	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted?	No Long Term Disability Yes 01/01/24 Yes Yes No	
03a 4 01a 2 3 03a 4 1 01a	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type	No Long Term Disability Yes 01/01/24 Yes Yes Yes No Short Term Disability	
03a 1 01a 2 3 03a 4 1 01a 01b	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Short Term Disability be marketed?	No       Long Term Disability       Yes       01/01/24       Yes       Yes       No       Short Term Disability       No	
003a 4 01a 2 03a 4 03a 4 01a 01b 01c	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Short Term Disability be marketed? Will HI TDI be marketed?	No       Long Term Disability       Yes       01/01/24       Yes       Yes       No       Short Term Disability       No       No	
03a 01a 2 03a 03a 03a 01a 01b 01c	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Short Term Disability be marketed? Will HI TDI be marketed? Will NJ TDB be marketed?	No       Long Term Disability       Yes       01/01/24       Yes       Yes       No       Short Term Disability       No       No       No       No       No       No       No       No	
03a 1 01a 2 03a 1 01a 01a 01a 01a 01a 01a 01a	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Short Term Disability be marketed? Will NJ TDB be marketed? Will NY DBL be marketed?	No       Long Term Disability       Yes       01/01/24       Yes       Yes       No       Short Term Disability       No	
1 01a 2 03a 4 03a 4 01a 01a 01a 01c 01d 2 3	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Short Term Disability be marketed? Will NJ TDB be marketed? Will NJ TDB be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design? If a quoting vendor cannot exactly match the current plan design? If a quoting vendor cannot exactly match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design	No       Long Term Disability       Yes       01/01/24       Yes       Yes       No       Short Term Disability       No	
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03a 01a 01a 03a 03a 01a 01b 01c 01d 2 03a 03a	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Short Term Disability be marketed? Will NJ TDB be marketed? Will NJ TDB be marketed? Will NY DBL be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations?	No       Long Term Disability       Yes       01/01/24       Yes       Yes       Yes       No       Short Term Disability       No	Comments
03a 01a 2 03a 03a 01a 01a 01a 01a 01a 01a 01a 01a 01a 01	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design to be quoted? Plan Name & Type Will Short Term Disability be marketed? Will NJ TDB be marketed? Will NJ TDB be marketed? Will NY DBL be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design? If a quoting vendor cannot exactly match the current plan design? If a quoting vendor cannot exactly match the current plan design. Do you want to include a proposed or alternate plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted?	No       Long Term Disability       Yes       01/01/24       Yes       Yes       Yes       No       Short Term Disability       No	Comments
03a 01a 01a 01a 03a 03a 01a 01a 01a 01a 01a 01a 01a 01	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Short Term Disability be marketed? Will NJ TDB be marketed? Will NJ TDB be marketed? Han Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design? If a quoting vendor cannot exactly match the current plan design? If a quoting vendor cannot exactly match the current plan design? If a quoting vendor cannot exactly match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted? Han Year Effective Date Should the proposed plan design match the current plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted? History	No       Long Term Disability       Yes       01/01/24       Yes       Yes       Yes       No       Short Term Disability       No       No <t< td=""><td>Comments</td></t<>	Comments
03a 1 01a 2 3 03a 4 01a 03a 4 01a 01a 01a 01a 03a 1 03a 01a 01a 01a 01a 01a 03a 4 01a 03a 4 01a 03a 4 01a 03a 1 01a 03a 4 01a 03a 1 01a 03a 1 01a 03a 1 01a 03a 1 01a 03a 1 01a 03a 1 01a 01a 01a 03a 1 01a 01a 01a 01a 01a 01a 01a	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Short Term Disability be marketed? Will NJ TDB be marketed? Will NJ TDB be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design. Will NJ TDB be marketed? Will NJ TDB be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design. Will you accept plan design design match the current plan design. Will You accept plan design design match the current plan design? If a quoting vendor cannot exactly match the current plan design. Will you accept plan design design design design to be quoted? History Has the client been with the incumbent for 3 years or more?	No       Long Term Disability       Yes       01/01/24       Yes       Yes       Yes       No       Short Term Disability       No       No <t< td=""><td></td></t<>	
01a 01a 2 03a 03a 01b 01c 01d 2 3 03a 4 03a 4 03a 1 03a 1 03a	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Short Term Disability be marketed? Will NJ TDB be marketed? Will NJ TDB be marketed? Will NY DBL be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design? If a quoting vendor cannot exactly match the current plan design? If a quoting vendor cannot exactly match the current plan design? If a quoting vendor cannot exactly match the current plan design? If a quoting vendor cannot exactly match the current plan design. Will should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design. Will should the proposed plan design match the current plan design. Will should the proposed plan design match the current plan design. Will should the proposed plan design match the current plan design. Will should the proposed plan design match the current plan design. Will should the proposed plan design match the current plan design. Will should the proposed plan design match the current plan design. Will should the proposed plan design match the current plan design. Will should the proposed plan design match the current plan design will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted? History Has the client been with the incumbent for 3 years or more?	No       Long Term Disability       Yes       01/01/24       Yes       Yes       Yes       No       Short Term Disability       No       No <t< td=""><td></td></t<>	
03a 01a 01a 2 03a 03a 01b 01b 01b 01b 01b 01c 01d 2 3 03a 4 03a 01a 03a 03a 1 01a 03a 04 01a 03a 04 04 04 04 04 04 04 04 04 04	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Short Term Disability be marketed? Will NJ TDB be marketed? Will NJ TDB be marketed? Will NY DBL be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design? UNI NY DBL be marketed? Will NJ TDB be marketed? Will NY DBL be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted? History Has the client been with the incumbent for 3 years or more? The Contact Information (Copy rows if more than one) thatcts by plan (if different)	No       Long Term Disability       Yes       01/01/24       Yes       Yes       No       Short Term Disability       No       Yes       Image: Set	
03a 4 01a 2 3 03a 4 01a 01a 01a 01a 01a 01a 01a 01a 01a 01a	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Short Term Disability be marketed? Will NJ TDB be marketed? Will NJ TDB be marketed? Will NY DBL be marketed? Will NY DBL be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design? If a quoting vendor cannot exactly match the current plan design? Will NY DBL be marketed? Will NY DBL be marketed? Will NY DBL be marketed? Has the client been with the incumbent for 3 years or more? Do you want to include a proposed or alternate plan design to be quoted? History that chient the incumbent for 3 years or more? Do you want to include a proposed or alternate plan design to be quoted? History that chient the incumbent for 3 years or more? Do you want to include a proposed or alternate plan design to be quoted? History that chient been with the incumbent for 3 years or more? Do you want to include a proposed or alternate plan design to be quoted? History that be client been with the incumbent for 3 years or more? Do you want to include a proposed or alternate plan design to be quoted? History History Has the client been with the incumbent for 3 years or more?	No       Long Term Disability       Yes       01/01/24       Yes       Yes       No       Short Term Disability       No       The Standard	
03a 4 01a 2 3 03a 4 1 01a 01a 01a 01a 01a 01a 01a 01a 01a 0	Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Long Term Disability be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted? Plan Name & Type Will Short Term Disability be marketed? Will NJ TDB be marketed? Will NJ TDB be marketed? Will NY DBL be marketed? Plan Year Effective Date Should the proposed plan design match the current plan design? If a quoting vendor cannot exactly match the current plan design? If a quoting vendor cannot exactly match the current plan design? Will NY DBL be marketed? Will NY DBL be marketed? Do you want to include a proposed or alternate plan design, will you accept plan design deviations? Do you want to include a proposed or alternate plan design to be quoted? History Has the client been with the incumbent for 3 years or more? Depent Contact Information (Copy rows if more than one) ntacts by plan (if different) Life/DI Administrator Name Administrator Contact Name	No       Long Term Disability       Yes       01/01/24       Yes       Yes       No       Short Term Disability       No       The Standard <t< td=""><td></td></t<>	



#### Provisions for Current Basic Life/AD&D

General Information	Basic Life and AD&D								
Basic Life	Plan Design	Vendor Response	Comments or Deviation						
Employer Contribution	100%								
Class Definition	<ul> <li>Class 1: Elected Officials, Management 1&amp;2, Court Appointed, RTC-Management, CRESA-Management, SW Clean Air Agency Management, Information Technology Guild, SW WA Regional Health, Lower Columbia Fish Recovery Board Management</li> <li>Class 2: Non-represented (M3), CRESA Non-represented, RTC Non-resprented, Partners in Careers, Sheriff's</li> <li>Administrators Association, SW Clean Air Agency Non-represented, Law Library, Lower Columbia Fish Recovery Board Non- represented</li> <li>Class 3: CREASE 911 Dispatchers Guild</li> <li>Class 4: Custody Officer's Guild, Sheriff Office Support Guild, Juvenile Detention Officer's Guild, Local 11, Local 17</li> <li>Appraisers, Local 17 Engineers, Local 1432, Local 307, Local 335, Local 8</li> <li>Class 5: Deputy Sheriff's Guild</li> </ul>								

Minimum Hours Requirement	20 Hours per Week		
Eligibility Waiting Period	First of the Month following Date of Hire		
Rehire Provision	None		
Earnings Definition			
Coverage Type	Class 1, 2, 3: 1x BAE; Class 4 & 5: Flat \$25,000		
Maximum Benefit	Class 1: \$150,000; Class 2 & 3: \$50,000; Class 4&5: Flat \$25,000 Proposed Design: Change Class 2 to \$150,000		
Minimum Benefit	\$0		
Guaranteed Issue	\$100,000		
Rounding Description	Next Higher \$1,000		
Age Reductions	Reduce by 35% at Age 70 (Original Amount) Reduce by 50% at Age 75 (Original Amount)		
Age Reductions Effective Date	Policy Anniversary Date following date age reduction attained		
Age Reductions Rounding	None		
Disability Provision	PW 60/65, 3 Month EP		
Accelerated Death Maximum Benefit	75% up to \$500,000		
Accelerated Death Minimum Benefit	\$5,000		
Accelerated Death Life Expectancy	24 Months		
Conversion	Included		
Portability	Included		
Dependent Life Insurance			
Employer or Employee Paid	Employer		
Spouse Benefit Amount	N/A		
Child Benefit Amount	N/A		
Basic AD&D - Employee On	Plan Design	Vendor Response	Comments or Deviation
Employer Contribution	100%		

AD&D Separate Coverage from Basic Life	No	
Class Definition	<ul> <li>Class 1: Elected Officials, Management 1&amp;2, Court Appointed, RTC-Management, CRESA-Management, SW Clean Air Agency Management, Information Technology Guild, SW WA Regional Health, Lower Columbia Fish Recovery Board Management</li> <li>Class 2: Non-represented (M3), CRESA Non-represented, RTC Non-resprented, Partners in Careers, Sheriff's</li> <li>Administrators Association, SW Clean Air Agency Non-represented, Law Library, Lower Columbia Fish Recovery Board Non- represented</li> <li>Class 3: CREASE 911 Dispatchers Guild</li> <li>Class 4: Custody Officer's Guild, Sheriff Office Support Guild, Juvenile Detention Officer's Guild, Local 11, Local 17</li> <li>Appraisers, Local 17 Engineers, Local 1432, Local 307, Local 335, Local 8</li> <li>Class 5: Deputy Sheriff's Guild</li> </ul>	
Minimum Hours Requirement	20 Hours per Week	
Eligibility Waiting Period	First of the Month following Date of Hire	
Earnings Definition	Salary	
Coverage Type	An amount equal to the amount of Basic Life Insurance for which the employee is insured under the group policy.	

Maximum Benefit	\$50,000; Class 4&5: Flat\$25,000	
Minimum Benefit	\$0	
Rounding Description	Next Higher \$1,000	
Age Reductions	Amount)	
Age Reductions Effective Date	Policy Anniversary Date following date age reduction attained	
Age Reductions Rounding	None	
Disability Provision	PW 60/65, 3 Month EP	
Covered Losses:		
Life	100%	
Both Hands or Both Feet	100%	
Sight in Both Eyes	100%	
Speech and Hearing	100%	
One Hand and One Foot	100%	
One Hand and Sight of One Eye	100%	
One Foot and Sight of One Eye	100%	
Quadriplegia	100%	
Paraplegia	50%	
Triplegia	N/A	
Hemiplegia	50%	
Sight of One Eye	50%	
Speech or Hearing	50%	
One Hand or One Foot	50%	
Uniplegia	N/A	
Thumb and Index Finger of One Hand	25%	
Coverage Basis	24 Hour Coverage	
Common Carrier		
Air Bag Benefit	No	
Seatbelt Benefit		
Child Care Benefit	Yes	
Child Education Benefit	Yes	
Spouse Education Benefit	Yes	

Coma Benefit	No	 	
Critical Burn	No		
Therapeutic Counseling Benefit	No		
Felonious Assault Benefit	No		
Repatriation Benefit	No		
Exposure Benefit	Included		
Conversion	Included		
Exclusions	<ul> <li>No AD&amp;D Insurance benefit is payable if the accident or Loss is caused or contributed to by any of the following:</li> <li>1. War or act of War. War means declared or undeclared war, whether civil or international, and</li> <li>any substantial armed conflict between organized forces of a military nature.</li> <li>2. Suicide or other intentionally self-inflicted Injury, while sane or insane.</li> <li>3. Committing or attempting to commit an assault or felony, or actively participating in a violent disorder or riot. Actively participating does not include being at the scene of a violent disorder or riot while performing your official duties.</li> <li>4. The voluntary use or consumption of any poison, chemical compound, alcohol or drug, unless used or consumed according to the directions of a Physician.</li> <li>5. Sickness or Pregnancy but not including complications of pregnancy, existing at the time of the accident.</li> <li>6. Heart attack or stroke.</li> <li>7. Medical or surgical treatment for any of the above.</li> </ul>		

Plan Design	Vendor Response	Comments or Deviation
N/A		
	N/A N/A N/A N/A N/A N/A	Plan DesignResponseN/AN/AN/AN/AN/AN/AN/AN/AN/AN/A

Below, please list any plan deviations not specifically called out	Vendor Response	Comments or Deviation
Deviation #1		
Deviation #2		
Deviation #3		
Deviation #4		



#### Basic Life

Rate Basis:	\$1,000	Inforce Plan			Vendor Response
Class		Lives	Volume	Inforce Rate	Quoted Rate
Class 1		407	\$43,270,000	\$0.168	
Class 2		168	\$8,189,000	\$0.161	
Class 3		53	\$2,650,000	\$3.26	
Class 4		897	\$22,425,000	\$4.10	
Class 5		120	\$3,000,000	\$4.08	
Monthly Cost		1645	\$79,534,000	\$12,928	\$0
Annual Cost				\$155,134	\$0
\$ Change from cur	rrent				(\$155,134)
% Change from Cu	ırrent				(100.0%)

#### Basic AD&D

Rate Basis:	\$1,000	Inforce Plan			Vendor Response
Clas	ss	Lives	Volume	Inforce Rate	Quoted Rate
Class 1		407	\$43,270,000	\$0.020	
Class 2		168	\$8,189,000	\$0.020	
Class 3		53	\$2,650,000	\$0.60	
Class 4		897	\$22,425,000	\$1.00	
Class 5		120	\$3,000,000	\$0.74	
Monthly Cost		1645	\$79,534,000	\$2,047	\$0
Annual Cost				\$24,561	\$0
\$ Change from cu	rrent				(\$24,561)
% Change from Cu	urrent				(100.0%)

All Basic Life/AD&D Products	Vendor Response	
Rate Information		
Rate Guarantee End Date		
Participation Requirements		
Enrollment deviation +/- 15%		
Multi-line Discount		
Rate Caveats		
Confirm Rates Include Requested Commission	0.00%	



#### Basic Life

Rate Basis:	\$1,000	Inforc	Vendor Response	
Class		Lives	Volume	Quoted Rate
Class 1		407	\$43,270,000	
Class 2		168	\$11,193,000	
Class 3		53	\$2,650,000	
Class 4		897	\$22,425,000	
Class 5		120	\$3,000,000	
Monthly Cost		1645	\$82,538,000	\$0
Annual Cost				\$0
\$ Change from curr	ent			(\$160,938)
% Change from Cur	rent			(100.0%)

#### Basic AD&D

Rate Basis:	\$1,000	Inforce Plan		Vendor Response
Clas	S	Lives	Volume	Quoted Rate
Class 1		407	\$43,270,000	
Class 2		168	\$11,193,000	
Class 3		53	\$2,650,000	
Class 4		897	\$22,425,000	
Class 5		120	\$3,000,000	
Monthly Cost		1645	\$82,538,000	\$0
Annual Cost				\$0
\$ Change from cur	rent			(\$25,282)
% Change from Cu	irrent			(100.0%)

All Basic Life/AD&D Products	Vendor Response
Rate Information	
Rate Guarantee End Date	
Participation Requirements	
Enrollment deviation +/- 15%	
Multi-line Discount	
Rate Caveats	
Confirm Rates Include Requested Commission	



General Information		Voluntary Li	fe and AD&D
Voluntary Employee Life	Plan Design	Vendor Response	Comments or Deviation
Employee Contribution	100%		
Class Definition	<ul> <li>Class 1: Elected Officials, Management 1&amp;2, Court Appointed, RTC-Management, CRESA- Management, SW Clean Air Agency Management, Information Technology Guild, SW WA Regional Health, Lower Columbia Fish Recovery Board Management</li> <li>Class 2: Non-represented (M3), CRESA Non- represented, RTC Non-resprented, Partners in Careers, Sheriff's Administrators Association, SW Clean Air Agency Non-represented, Law Library, Lower Columbia Fish Recovery Board Non-represented</li> <li>Class 3: CREASE 911 Dispatchers Guild</li> <li>Class 4: Custody Officer's Guild, Sheriff Office Support Guild, Juvenile Detention Officer's Guild, Local 11, Local 17</li> <li>Appraisers, Local 17 Engineers, Local 1432, Local 307, Local 335, Local 8</li> <li>Class 5: Deputy Sheriff's Guild</li> </ul>		
Minimum Hours Requirement	20 Hours per Week		

Eligibility Waiting Period	First of the Month following Date of Hire		
Earnings Definition	Salary		
Coverage Type	\$10K Increments		
Maximum Benefit	\$500,000		
Minimum Benefit	\$10,000		
Combined Maximum with Basic Life	\$650,000		
Guaranteed Issue	\$100,000		
Rounding Description	Not Applicable		
Age Reductions	Reduce by 35% at Age 70 (Original Amount) Reduce by 50% at Age 75 (Original Amount)		
Age Reductions Effective	Policy Anniversary Date following date		
Date	age reduction attained		
Age Reductions Rounding	None		
Disability Provision	PW 60/65, 3 Month EP		
Suicide Exclusion	Yes		
Accelerated Death Maximum Benefit	75% up to \$500,000		
Accelerated Death Minimum Benefit	\$5,000		
Accelerated Death Life Expectancy	24 Months		
Conversion	Included		
Portability	Included		
Voluntary Employee AD	\$D	Vendor Response	Comments or Deviation
Employee Contribution	100%		

	<ul> <li>Class 1: Elected Officials, Management 1&amp;2, Court Appointed, RTC-Management, CRESA- Management, SW Clean Air Agency Management, Information Technology Guild, SW WA Regional Health, Lower Columbia Fish Recovery Board Management</li> <li>Class 2: Non-represented (M3), CRESA Non- represented, RTC Non-resprented, Partners in Careers, Sheriff's Administrators Association, SW Clean Air Agency Non-represented, Law Library, Lower Columbia Fish Recovery Board Non-represented</li> <li>Class 3: CREASE 911 Dispatchers Guild</li> <li>Class 4: Custody Officer's Guild, Sheriff Office Support Guild, Juvenile Detention Officer's Guild, Local 11, Local 17</li> <li>Appraisers, Local 17 Engineers, Local 1432, Local 307, Local 335, Local 8</li> <li>Class 5: Deputy Sheriff's Guild</li> </ul>	
Minimum Hours Requirement	20 Hours per Week	
Eligibility Waiting Period	First of the Month following Date of Hire	
Earnings Definition	Salary	
Coverage Type	An amount equal to the amount of Voluntary Life Insurance for which the employee is insured under the group policy.	
Maximum Benefit	\$500,000	
Minimum Benefit	\$10,000	
Combined Maximum with Basic AD&D	\$650,000	
Rounding Description	Not Applicable	

Dependent AD&D	Spouse Only: The amount of your Dependents AD&D Insurance Benefit for your Spouse is equal to the amount of your Dependent Life Insurance Benefit for your Spouse	
Covered Losses:		
Life	100%	
Both Hands or Both Feet	100%	
Sight in Both Eyes	100%	
Speech and Hearing	100%	
One Hand and One Foot	100%	
One Hand and Sight of One Eye		
One Foot and Sight of One Eye	111(19/2	
Quadriplegia	100%	
Paraplegia	50%	
Triplegia	N/A	
Hemiplegia	50%	
Sight of One Eye	50%	
Speech or Hearing	50%	
One Hand or One Foot	50%	
Uniplegia	N/A	
Thumb and Index Finger of One Hand	25%	
Coverage Basis	24 Hour Coverage	
Common Carrier	Not Included	
Air Bag Benefit	No	
Seatbelt Benefit	Yes	
Child Care Benefit	Yes	
Child Education Benefit	Yes	
Spouse Education Benefit	Yes	
Coma Benefit		
Critical Burn	No	
Therapeutic Counseling Benefit	NO.	

Felonious Assault Benefit	No	
Repatriation Benefit	No	
Exposure Benefit		
Conversion		
	No AD&D Insurance benefit is payable if the accident or Loss is caused or contributed to by any of the following: 1. War or act of War. War means declared or undeclared war, whether civil or international, and any substantial armed conflict between organized forces of a military nature. 2. Suicide or other intentionally self- inflicted Injury, while sane or insane. 3. Committing or attempting to commit an assault or felony, or actively participating in a violent disorder or riot. Actively participating does not include being at the scene of a violent disorder or riot while performing your official duties. 4. The voluntary use or consumption of any poison, chemical compound, alcohol or drug, unless used or consumed according to the directions of a Physician. 5. Sickness or Pregnancy but not including complications of pregnancy, existing at the time of the accident. 6. Heart attack or stroke. 7. Medical or surgical treatment for any of the above.	
Employee Contribution		
	10070	

Employee Supp Life	You may apply for Dependents Life	
Requirement	Insurance for your Spouse in multiples of	
	\$10,000, from \$10,000 to \$500,000.	
Coverage Type		
Maximum Benefit	\$500,000	
Minimum Benefit	\$10,000	
Guaranteed Issue	\$20,000	
Rounding Description	Not Applicable	
Spouse Benefit Limitation		
Can a dependent be		
insured as either:		
-a dependent & an		
employee/ Retiree, or		
-a dependent of more		
than one employee or		
Retiree		
Are the spouse and child		
election options		
combined?		
Age Reductions	Amount)	
Age Reductions Effective Date		
Age Reductions		
Rounding	NODA	
Age Based on		
Employees Age?	Yes	
Domestic Partner	Yes	
Coverage?	res	
Disability Provision	EE PW extends to Dependents	
Suicide Exclusion	Yes	
Accelerated Death	75% up to \$500.000	
Maximum Benefit	·	
Accelerated Death	\$5,000	
Minimum Benefit	ψ0,000	

Accelerated Death Life	24 Months	
Expectancy	24 Wonths	
Conversion	Included	
Portability	Included	
Voluntary Dependent Life	e - Child	
Employee Contribution	100%	
Eligibility	Live birth to Age 26	
0	Option 1: \$5,000; Option 2: \$7,500;	
Coverage Type	Option 3: \$10,000	
Maximum Benefit	\$10,000	
Minimum Benefit	\$5,000	
Guaranteed Issue	\$10,000	
Rounding Description	Not Applicable	
Age Reductions	None	
Disability Provision	EE PW extends to Dependents	
Accelerated Death	75% ( #500.000	
Maximum Benefit	75% up to \$500,000	
Accelerated Death	<b>*5</b> 000	
Minimum Benefit	\$5,000	
Accelerated Death Life	0.4 Martha	
Expectancy	24 Months	
Conversion	Included	
Portability	Included	

Continuation	Plan Design	Vendor Response	Comments or Deviation
FMLA	N/A		
Lay-Off	N/A		
Leave of Absence	N/A		
Military	N/A		
Sickness or Injury	N/A		
Disability Continuation (if STD/LTD is sold)			
Sabbatical Leave of Absence (Educational or Training)	N/A		

Below, please list any plan deviations not specifically called out	Vendor	Comments or Deviation
	Response	

Deviation #1		
Deviation #2		
Deviation #3		
Deviation #4		

Voluntary Life - Employe	Inforce Plan	Vendor Response	Comments or Deviation
Initial Open Enrollment	EOI Required		
Future Open Enrollments	EOI Required		
Newly Eligible/Hew Hire (within 31 days)	EOI required if exceeds GI		
Voluntary Dependent Li	Inforce Plan	Vendor Response	Comments or Deviation
Initial Open Enrollment	EOI Required		
Future Open Enrollments	EOI Required		
Qualified Status Change (Marriage) Currently allow \$20,000 with no EOI if enrolled within 30 days of marriage	Up to the GI		
Newly Eligible/Hew Hire	Up to the GI		
Mid-year elections (outside of Enrollment and qualified status changes)	EOI Required		
Voluntary Dependent Lit Child Life all GI	Inforce Plan	Response	Comments or Deviation



#### Voluntary Employee Life

Rate Basis:	\$1,000		Inforce Plan		Vendor Response
Age		Lives	Volume	Inforce Rate	Quoted Rate
0-24		3	\$400,000	\$0.060	
25-29		15	\$1,680,000	\$0.060	
30-34		30	\$3,780,000	\$0.080	
35-39		60	\$9,780,000	\$0.120	
40-44		58	\$9,390,000	\$0.140	
45-49		76	\$10,700,000	\$0.240	
50-54		65	\$7,860,000	\$0.440	
55-59		70	\$8,320,000	\$0.720	
60-64		29	\$3,020,000	\$0.780	
65-69		18	\$1,470,000	\$1.440	
70-74		0	\$0	\$2.400	
75+		1	\$40,000	\$7.800	
Monthly Cost		425	\$56,440,000	\$19,717	\$0
Annual Cost				\$236,599	\$0
\$ Change from cu	rrent				(\$236,599)
% Change from Cu	urrent				(100.0%)

#### Voluntary Spouse Life

Rates based on (Ple	ase select ->)	Employee's Age			
Rate Basis:	\$1,000		Vendor Response		
Age		Lives	Volume	Inforce Rate	Quoted Rate
0-24		0	\$0	\$0.060	
25-29		2	\$30,000	\$0.060	
30-34		10	\$690,000	\$0.080	
35-39		27	\$1,830,000	\$0.120	
40-44		31	\$1,720,000	\$0.140	
45-49		37	\$2,950,000	\$0.240	
50-54		35	\$1,440,000	\$0.440	
55-59		35	\$2,020,000	\$0.720	
60-64		22	\$810,000	\$0.780	
65-69		10	\$220,000	\$1.440	
70-74		0	\$0	\$2.400	
75+		1	\$10,000	\$7.800	
Monthly Cost		210	\$11,720,000	\$4,340	\$0
Annual Cost				\$52,080	\$0
\$ Change from curr	rent				(\$52,080)
% Change from Cu	rrent				(100.0%)

#### Voluntary Child Life

Rate Basis	Employee	Inforce Plan			Vendor Response
Class		Lives	Volume	Inforce Rate	Quoted Rate
Option 1		7	\$35,000	\$0.500	
Option 2		4	\$30,000	\$0.760	
Option 3		278	\$2,780,000	\$1.000	
Monthly Cost		278	\$5,560,000	\$285	\$0
Annual Cost				\$3,414	\$0
\$ Change from cu	irrent				(\$3,414)
% Change from C	urrent				(100.0%)

#### Voluntary Employee AD&D

Rate Basis:	\$1,000		Inforce Plan		
Class		Lives	Volume	Inforce Rate	Quoted Rate
All Employees		218	29,500,000	\$0.020	
Monthly Cost		218	\$29,500,000	\$590	#VALUE!
Annual Cost				\$7,080	#VALUE!
\$ Change from curr	ent				#VALUE!
% Change from Cur	rent				#VALUE!

#### Voluntary Spouse AD&D

Rate Basis:	\$1,000	Inforce Plan			Vendor Response
Class		Lives	Volume	Inforce Rate	Quoted Rate
All Employees		120	\$7,800,000	\$0.020	
Monthly Cost		120	\$7,800,000	\$156	#VALUE!
Annual Cost				\$1,872	#VALUE!
\$ Change from curr	ent				#VALUE!
% Change from Cur	rent				#VALUE!

All Voluntary Life/AD&D Products		Vendor Response
Rate Information		
Rate Guarantee End Date		
Participation Requirements		
Enrollment deviation +/- 15%		
Multi-line Discount		
Rate Caveats		
Confirm Rates Include Requested Commission	0.00%	



General Information	LTD			
Long Term Disability	Plan Design	Vendor Response	Comments or Deviation	
Class Description	Class 1: Elected Officials, Management 1 and 2, Court Appointed, RTC-Management, CRESA-Management, SW Clean Air Agency-Management, Non-represented (M3), CRESA Nonrepresented, RTC Non-represented, SW Clean Air Agency Non-represented, Law Library, Lower Columbia Fish Recovery Board Revised 8/20/2021 - 2 - 606122-E Class 2: Information Technology Guild, Local 11, Local 17 Appraisers, Local 17 Engineers, Local 1432, Local 307, Local 335, Local 8, Sheriff's Administrators Association Class 3: Partners in Careers, CRESA 911 Dispatchers Guild Class 4: Sheriff Office Support Guild Class 5: Corrections Deputy Guild Class 6: Juvenile Detention Officer's Guild			
Employer Contribution	Plan 1: 100% Employer Paid Plan 2: 100% Employee Paid			



General Information	LTD					
Inforce Plan Design	Plan Design	Vendor Response	Comments or Deviation			
Eligibility Waiting Period	Class 1, 2, 3, 4 and 6: 60 days or the period of sick leave for which you are eligible under the Employer's sick leave plan, whichever is longer. Class 5: 90 days or the period of sick leave for which you are eligible under the Employer's sick leave plan, whichever is longer.					
Earnings Definition	Salary					
Elimination Period						
Maximum Benefit Duration	<ul> <li>61 or younger</li></ul>					
Benefit %	Plan 1: 60%; Plan 2: 66.67%					
Maximum Monthly Benefit	Plan 1: Classes 1, 2, 4: \$9,000 Classes 3, 5, 6: \$4,375 Plan 2: Classes 1, 2, 4: \$10,000 Classes 3, 5, 6: \$4,862					
Minimum Monthly Benefit	\$100					
Evidence of Insurability	None					
Pre-Ex Provision						
Definition of Disability	Own Occupation / Any Occupation					
Recurrent Disability Provisions						
Reinstatement of Coverage	90 Days					



General Information	LTD			
Termination/Continuation	n Plan Design		Comments or Deviation	
Cease to be an active employee	Date of Termination			
Continuation FMLA	N/A			
Continuation Lay-off	N/A			
Continuation Approved Leave of Absence	N/A			
Continuation Military Leave of Absence	N/A			
Continuation for Sabbatical LOA (Educational or Training)	N/A			
Other Provisions	Plan Design	Vendor Response	Comments or Deviation	
Work Incentive	Included			
Family Care Credit	Included			
Workplace Modification Benefit	Included			
Survivor Benefit	3 Months Lump Sum			
Survivor Benefit: Includes Domestic Partners?	No			
Survivor Benefit: Includes Dependent Children?	To Age 25			
Substance Abuse Limitation	None			
Mental Nervous Limitation	24 Months			
Self Reported Conditions Limitation	None			



General Information		TD	
Exclusions	A. War You are not covered for a Disability caused or contributed to by War or any act of War. War means declared or undeclared war, whether civil or international, and any substantial armed conflict between organized forces of a military nature. B. Intentionally Self-Inflicted Injury You are not covered for a Disability caused or contributed to by an intentionally self-inflicted Injury, while sane or insane. C. Preexisting Condition 1. Definition Preexisting Condition means a mental or physical condition for which you have done any of the following at any time during the Preexisting Condition Period shown in the Coverage Features. a. Consulted a Physician; b. Received medical treatment or services; or c. Taken prescribed drugs or medications. Revised 8/20/2021 - 13 - 606122-E 2. Exclusion You are not covered for a Disability caused or contributed to by a Preexisting Condition or medical or surgical treatment of a Preexisting Condition unless, on the date you become Disabiled, you: a. Have been continuously insured under the Group Policy for the entire Exclusion Period shown in the Coverage Features; and b. Have been Actively At Work for at least one full day after the		
Additional Information	end of the Exclusion Period. Plan Design	Vendor	Comments or Deviation
		Response	
Social Security Offsets Individual Conversion	Family		
Available	Not Included		
Individual Conversion Waiting Period	Not Included		



General Information	LTD				
Below, please list any plan deviations not specifically called out as a plan provision above:		Vendor Response	Comments or Deviation		





#### Long Term Disability

Rate Basis:	\$100		Inforce Plan		Vendor Response
Class		Lives	Volume	Inforce Rate	Quoted Rate
Class 1		510	\$4,038,983	\$0.725	
Class 2		726	\$3,980,571	\$0.725	
Class 3		66	\$397,508	\$0.725	
Class 4		83	\$359,837	\$0.688	
Class 5		117	\$823,202	\$0.385	
Class 6		23	\$118,210	\$0.725	
Monthly Cost		1525	\$9,718,312	\$67,526	\$0
Annual Cost				\$810,309	\$0
\$ Change from cur	rrent				(\$810,309)
% Change from Cu	irrent				(100.0%)

#### Buy-Up Long Term Disability

Rate Basis:	\$100	Inforce Plan			Vendor Response
Class		Lives	Volume	Inforce Rate	Quoted Rate
Class 1		92	\$755,467	\$0.130	
Class 2		104	\$605,333	\$0.230	
Class 3		10	\$69,137	\$0.230	
Class 4		16	\$69,951	\$0.230	
Class 5		13	\$87,791	\$0.230	
Class 6		9	\$51,133	\$0.230	
Monthly Cost		244	\$1,638,813	\$3,014	\$0
Annual Cost				\$36,166	\$0
\$ Change from cur	rent				(\$810,309)
% Change from Cu	rrent				(100.0%)

All Long Term Disability Products		Vendor Response
Rate Information		
Rate Guarantee End Date		
Participation Requirements		
Enrollment deviation +/- 15%		
Multi-line Discount		
Rate Caveats		
Confirm Rates Include Requested Commission 0.00%		



Bid Questionnaire - US Sales Contact Questionnaire

		Vendor Response
Carrier Information		
Carrier Legal Entity Name, as written on formal propos	sal document	
Primary Marketing Contact		
Name		
Job Title		
	Address 1	
	Address 2	
Office Address	City	
	State	
	Zip Code	
Phone Number		
Fax Number		
Email Address		
Ongoing Account Manager		
Name		
Job Title		
	Address 1	
	Address 2	
Office Address	City	
	State	
	Zip Code	
Phone Number		
Fax Number		
Email Address		
Number of Years in Current Position		
Number of Years Experience in Industry		
Average Size of Clients (e.g., 0-1000 ; 1000-4999 ; 50	000-10,000 lives)	
Number of Current Clients Managed by this Account	Manager	
Implementation Manager		
Name		
Job Title		
Office Address	Address 1	
	Address 2	
	City	
	State	
	Zip Code	
Phone Number		
Fax Number		
Email Address		
Percent of Implementation Manager's Time Available Implementation	for our Client's	



# STANDARD INSURANCE COMPANY

A Stock Life Insurance Company 900 SW Fifth Avenue Portland, Oregon 97204-1282 (503) 321-7000

#### CERTIFICATE

#### **GROUP LIFE INSURANCE**

Policyholder:	Clark County
Policy Number:	606122-D
Effective Date:	January 1, 2003

A Group Policy has been issued to the Policyholder. We certify that you will be insured as provided by the terms of the Group Policy. If your coverage is changed by an amendment to the Group Policy, we will provide the Policyholder with a revised Certificate or other notice to be given to you.

This policy includes an Accelerated Benefit. Death benefits will be reduced if an Accelerated Benefit is paid. The receipt of this benefit may be taxable and may affect your eligibility for Medicaid or other government benefits or entitlements. However, if you meet the definition of "terminally ill individual" according to the Internal Revenue Code Section 101, your Accelerated Benefit may be non-taxable. You should consult your personal tax and/or legal advisor before you apply for an Accelerated Benefit.

Possession of this Certificate does not necessarily mean you are insured. You are insured only if you meet the requirements set out in this Certificate. If the terms of the Certificate differ from the Group Policy, the terms stated in the Group Policy will govern.

"We", "us" and "our" mean Standard Insurance Company. "You" and "your" mean the Member. All other defined terms appear with the initial letter capitalized. Section headings, and references to them, appear in boldface type.

Chairman, President and CEO

GC190-LIFE/S399

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#### **COVERAGE FEATURES**

This section contains many of the features of your group life insurance. Other provisions, including exclusions and limitations, appear in other sections. Please refer to the text of each section for full details. The Table of Contents and the Index of Defined Terms help locate sections and definitions.

#### GENERAL POLICY INFORMATION Group Policy Number: 606122-D Type of Insurance Provided: Life Insurance: Yes Supplemental Life Insurance: Not applicable Dependents Life Insurance: Yes Accidental Death And Dismemberment (AD&D) Insurance: Yes Policyholder: Clark County Employer(s): **Clark** County **Clark Regional Communications Agency** Lower Columbia Fish Hatchery Board Southwest Washington Air Pollution Control Authority Southwest Washington Health District Group Policy Effective Date: January 1, 2003 Policy Issued in: Washington

## **BECOMING INSURED**

To become insured for Life Insurance you must: (a) Be a Member; (b) Complete your Eligibility Waiting Period; and (c) Meet the requirements in **Life Insurance** and **Active Work Provisions**. The requirements for becoming insured for coverages other than Life Insurance are set out in the text.

Definition of Member:

You are a Member if you are:

- 1. An active employee of the Employer who is regularly working at least 20 hours each week; or
- 2. An active elected official of the Employer.

You are not a Member if you are:

- 1. A project employee, temporary or seasonal employee; or
- 2. A full time member of the armed forces of any country.

An employee will not cease to be a Member solely due to a temporary Furlough/unpaid status lasting three months or less as long as there is a defined return to work date and premium payment continues.

Class Definition:	
-------------------	--

Class 1:	Elected Officials, Management 1&2, Court Appointed, RTC-Management, CRESA-Management, SW Clean Air Agency-Management, Information Technology Guild, SW WA Regional Health, Lower Columbia Fish Recovery Board Management	
Class 2:	Non-represented (M3), CRESA Non-represented, RTC Non- represented, Partners in Careers, Sheriff's Administrators Association, SW Clean Air Agency Non-represented, Law Library, Lower Columbia Fish Recovery Board Non- Represented	
Class 3:	CRESA 911 Dispatchers Guild	
Class 4:	Custody Officer's Guild, Sheriff Office Support Guild, Juvenile Detention Officer's Guild, Local 11, Local 17 Appraisers, Local 17 Engineers, Local 1432, Local 307, Local 335, Local 8	
Class 5:	Deputy Sheriff's Guild	
Eligibility Waiting Period:	You are eligible on the first day of the calendar month following the date you become a Member.	
Evidence Of Insurability:	Required:	
	a. For late application for Contributory insurance.	
	b. For reinstatements if required.	
	c. For Members and Dependents eligible but not insured under the Prior Plan.	
	d. For any Plan 2 Life Insurance Benefit in excess of the Guarantee Issue Amount of \$100,000.	
	e. For any Dependents Life Insurance Benefit in excess of the Guarantee Issue Amount of \$20,000.	
	f. For becoming insured for any amount greater than the amount for which you were insured under the Prior Plan, if your insurance under the Prior Plan was limited because you did not provide evidence of	
	insurability or because your evidence of insurability was not approved.	

**Certain Evidence Of Insurability Requirements Will Be Waived**. Your insurance is subject to all other terms of the Group Policy.

#### For A Family Status Change

In the event of a Family Status Change certain Evidence Of Insurability requirements will be waived with respect to Plan 2 Life Insurance and Dependents Life Insurance. However, we will not waive the Evidence Of Insurability requirements if you previously submitted Evidence Of Insurability that was not approved by us, or if you previously submitted evidence of good health that was not approved by the insurer(s) of the Prior Plan or any preceding plans.

- 1. If you are eligible but not insured for Plan 2 Life Insurance, requirement(s) a, c and e above will be waived if you apply for Plan 2 Life Insurance within 31 days of a Family Status Change.
- 2. If you are insured for an amount less than the Guarantee Issue Amount, requirement(s) e above will be waived if you apply for an increase in your Plan 2 Life Insurance up to the Guarantee Issue Amount of \$100,000 within 31 days of a Family Status Change.
- 3. If you are eligible but not insured for Dependents Life Insurance, requirement(s) a, d and e above will be waived if you apply for Dependents Life Insurance within 31 days of a Family Status Change.
- 4. If you are insured for an amount less than the Guarantee Issue Amount, requirement(s) g above will be waived if you apply for an increase in your Dependents Life Insurance up to the Guarantee Issue Amount of \$20,000 for your Spouse, or \$10,000 for your Child, within 31 days of a Family Status Change.

Family Status Change means any of the following events:

- 1. Your marriage, divorce or legal separation.
- 2. The birth of your Child.
- 3. The adoption of a Child by you.
- 4. The death of your Spouse and/or Child.
- 5. The commencement or termination of your Spouse's employment.
- 6. A change in employment from full-time to part-time by you, your Spouse.

You may increase your Life Insurance due to any of the event(s) above.

# PREMIUM CONTRIBUTIONS

Life Insurance:	Plan 1: Noncontributory
	Plan 2: Contributory
AD&D Insurance:	Plan 1: Noncontributory
	Plan 2: Contributory
Dependents Life Insurance:	Contributory

## SCHEDULE OF INSURANCE

#### SCHEDULE OF LIFE INSURANCE

For you:

Life Insurance Benefit:

You will become insured under Plan 1 if you meet the requirements to become insured under the Group Policy.

If you are insured under Plan 1, you may also become insured under Plan 2 if you meet the requirements to become insured under Plan 2 Life Insurance under the Group Policy. Plan 2 is a Contributory plan requiring premium contributions from Members.

Plan 1 (basic):	Class 1: 1 times your Annual Earnings, rounded to the next higher multiple of \$1,000, if not already a multiple of \$1,000. The maximum amount is \$150,000.
	Class 2: 1 times your Annual Earnings, rounded to the next higher multiple of \$1,000, if not already a multiple of \$1,000. The maximum amount is \$50,000.
	Class 3: \$20,000
	Class 4 and 5: \$25,000
Plan 2 (additional):	You may apply for Life Insurance in multiples of \$10,000, from \$10,000 to \$500,000.
The Repatriation Benefit:	The expenses incurred to transport your body to a mortuary near your primary place of residence, but not to exceed \$5,000 or 10% of the Life Insurance Benefit, whichever is less.
Dependents Life Insurance Benefit:	

For your Spouse:You may apply for Dependents Life Insurance in multiples<br/>of \$10,000 from \$10,000 to \$500,000.

The amount of Dependents Life Insurance for your Spouse may not exceed 100% of the amount of your combined Plan 1 and Plan 2 Life Insurance.

For your Child:	You may apply for Dependents Life Insurance for your Child from one of the following options:
	Option 1: \$5,000
	Option 2: \$7,500
	Option 3: \$10,000

The amount of Dependents Life Insurance for your Child may not exceed 50% of the amount of your combined Plan 1 and Plan 2 Life Insurance.

SCHEDULE OF AD&D INSURANCE

For you:

i or you.	
AD&D Insurance Benefit:	The amount of your Plan 1 AD&D Insurance Benefit is equal to the amount of your Plan 1 Life Insurance Benefit. The amount payable for certain Losses is less than 100% of the AD&D Insurance Benefit. See AD&D Table Of Losses.
	The amount of your Plan 2 AD&D Insurance Benefit is equal to the amount of your Plan 2 Life Insurance Benefit. The amount payable for certain Losses is less than 100% of the AD&D Insurance Benefit. See AD&D Table Of Losses.
Seat Belt Benefit:	The amount of the Seat Belt Benefit is the lesser of (1) \$10,000 or (2) the amount of AD&D Insurance Benefit payable for loss of life.
Career Adjustment Benefit:	The tuition expenses for training incurred by your Spouse within 36 months after the date of your death, exclusive of room and board, but not to exceed \$5,000 per year, or the cumulative total of \$10,000 or 25% of the AD&D Insurance Benefit, whichever is less.
Child Care Benefit:	The total child care expense incurred by your Spouse within 36 months after the date of your death for all Children under age 13, but not to exceed \$5,000 per year, or the cumulative total of \$10,000 or 25% of the AD&D Insurance Benefit, whichever is less.
Higher Education Benefit:	The tuition expenses incurred per Child within 4 years after the date of your death at an accredited institution of higher education, exclusive of room and board, but not to exceed \$5,000 per year, or the cumulative total of \$20,000 or 25% of the AD&D Insurance Benefit, whichever is less.
Occupational Assault Benefit:	The lesser of (1) \$25,000; or (2) 50% of the amount of the AD&D Insurance Benefit otherwise payable for the Loss.
Public Transportation Benefit:	The lesser of (1) \$200,000; or (2) 100% of the amount of the AD&D Insurance Benefit otherwise payable for the Loss of your life.
SCHEDULE OF AD&D INSURANCE	
For your Spouse:	
Dependents AD&D Insurance Benefit:	You may apply for the AD&D Insurance Benefit for your Spouse. The amount of your Dependents AD&D Insurance Benefit for your Spouse is equal to the amount of your Dependent Life Insurance Benefit for your Spouse. The amount payable for certain Losses is less than 100% of the AD&D Insurance Benefit. See AD&D Table Of

Losses.

#### AD&D TABLE OF LOSSES

The amount payable is a percentage of the AD&D Insurance Benefit in effect on the date of the accident and is determined by the Loss suffered as shown in the following table:

Los	s: ]	Percentage Payable:
a.	Life	100%
b.	One hand or one foot	50%
c.	Sight in one eye, speech, o hearing in both ears	or 50%
d.	Two or more of the Losses in b. and c. above	listed 100%
e.	Thumb and index finger of same hand	f the 25% *
f.	Quadriplegia	100%**
g.	Hemiplegia	50% **
h.	Paraplegia	50% **

No more than 100% of your AD&D Insurance will be paid for all Losses resulting from one accident.

\* No AD&D Insurance Benefit will be paid for Loss of thumb and index finger of the same hand if an AD&D Insurance Benefit is payable for the Loss of that entire hand.

\*\* No AD&D Insurance Benefit will be paid for loss of a hand or foot if an AD&D Insurance Benefit is payable for Quadriplegia, Hemiplegia, or Paraplegia involving that same hand or foot.

### **REDUCTIONS IN INSURANCE**

If you reach an age shown below, the amount of insurance will be the amount determined from the Schedule Of Insurance, multiplied by the appropriate percentage below:

Plan 1 (basic) Life and AD&D Insurance:

Your insurance is not subject to reductions due to age unless your insurance is subject to termination under the **Waiver Of Premium** provision.

Plan 2 (additional) Life and AD&D Insurance:

Age of Member	Percentage
70 through 74	65%
75 or over	50%

Dependents Life Insurance For Your Spouse:

Age Of Member	Percentage
70 through 74	65%
75 or over	50%

OTHER BENEFITS		
Waiver Of Premium:	Yes	
Accelerated Benefit:	Yes	
Insurance Eligible For Portability Of Insurance:		
Life Insurance:	Yes. The maximum amount of Life Insurance you may continue is the lesser of: (1) the amount in effect on the date your employment terminates; or (2) \$300,000. The minimum amount of Life Insurance you may continue is \$20,000.	
Dependents Life Insurance:		
For your Spouse:	The maximum amount of Dependents Life Insurance you may continue is the lesser of: (1) the amount in effect on the date your employment terminates; or (2) \$10,000. The minimum amount of Dependents Life Insurance you may continue is \$1,000.	
For each Child:	The maximum amount of Dependents Life Insurance you may continue is the lesser of: (1) the amount in effect on the date your employment terminates; or (2) \$5,000. The minimum amount of Dependents Life Insurance you may continue is \$1,000.	
Portability Premium	Age-graded Rates Per Multiple Of \$1,000 Per Month	
Age of Insured On Last January 1	Rate	
Under 30 30 through 34 35 through 39 40 through 44 45 through 49 50 through 54 55 through 59 60 through 64 65 through 69 70 through 74 75 through 79 80 through 89 90 or above	\$ .118 .125 .164 .266 .468 .721 1.233 1.471 2.827 5.089 7.624 14.088 35.584	

# OTHER PROVISIONS

Limits on Right To Convert if Group Policy terminates or is amended:	
Minimum Time Insured:	5 years
Maximum Conversion Amount:	\$2,000
Leave Of Absence Period:	60 days
Strike Continuation:	Yes. The Strike Continuation premium percentage is 100% of the Premium Rate.
Annual Earnings based on:	Earnings in effect on your last full day of Active Work.
Earnings Period for Commissions (see <b>Definitions</b> ):	The preceding 12 calendar months.

## LIFE INSURANCE

### A. Insuring Clause

If you die while insured for Life Insurance, we will pay benefits according to the terms of the Group Policy after we receive Proof Of Loss satisfactory to us.

B. Amount Of Life Insurance

See the **Coverage Features** for the Life Insurance schedule.

- C. Changes In Life Insurance
  - 1. Increases

You must apply in writing for any elective increase in your Life Insurance.

Subject to the **Active Work Provisions**, an increase in your Life Insurance becomes effective as follows:

a. Increases Subject To Evidence Of Insurability

An increase in your Life Insurance subject to Evidence Of Insurability becomes effective on the date we approve your Evidence Of Insurability.

b. Increases Not Subject To Evidence Of Insurability

An increase in your Life Insurance not subject to Evidence Of Insurability becomes effective on:

- (i) The first day of the calendar month coinciding with or next following the date you apply for an elective increase or the date of change in your classification, age or Annual Earnings.
- (ii) The later of the date you apply or the date of the Family Status Change, if you apply within 31 days of a Family Status Change.
- 2. Decreases

A decrease in your Life Insurance because of a change in your classification, age or Annual Earnings becomes effective on the first day of the calendar month coinciding with or next following the date of the change.

Any other decrease in your Life Insurance becomes effective on the first day of the calendar month coinciding with or next following the date the Policyholder or your Employer receives your written request for the decrease.

D. Repatriation Benefit

The amount of the Repatriation Benefit is shown in the **Coverage Features**.

We will pay a Repatriation Benefit if all of the following requirements are met.

- 1. A Life Insurance Benefit is payable because of your death.
- 2. You die more than 200 miles from your primary place of residence.
- 3. Expenses are incurred to transport your body to a mortuary near your primary place of residence.
- E. When Life Insurance Becomes Effective

The **Coverage Features** states whether your Life Insurance is Contributory or Noncontributory.

Subject to the **Active Work Provisions**, your Life Insurance becomes effective as follows:

1. Life Insurance subject to Evidence Of Insurability

Life Insurance subject to Evidence Of Insurability becomes effective on the date we approve your Evidence Of Insurability.

- 2. Life Insurance not subject to Evidence Of Insurability
  - a. Noncontributory Life Insurance

Noncontributory Life Insurance not subject to Evidence Of Insurability becomes effective on the date you become eligible.

b. Contributory Life Insurance

You must apply in writing for Contributory Life Insurance and agree to pay premiums. Contributory Life Insurance not subject to Evidence Of Insurability becomes effective on:

- (i) The date you become eligible if you apply on or before that date.
- (ii) The date you apply if you apply within 31 days after you become eligible.
- (iii) The later of the date you apply or the date of the Family Status Change, if you apply within 31 days of a Family Status Change.

Late application: Evidence Of Insurability is required if you apply more than 31 days after you become eligible.

- 3. Takeover Provision
  - a. If you were insured under the Prior Plan on the day before the effective date of your Employer's coverage under the Group Policy, your Eligibility Waiting Period is waived on the effective date of your Employer's coverage under the Group Policy.
  - b. You must submit satisfactory Evidence Of Insurability to become insured for Life Insurance if you were eligible under the Prior Plan for more than 31 days but were not insured.
- F. When Life Insurance Ends

Life Insurance ends automatically on the earliest of:

- 1. The date the last period ends for which you made a premium contribution, if your insurance is Contributory;
- 2. The date the Group Policy terminates;
- 3. The date your employment terminates; and
- 4. The date you cease to be a Member. However, if you cease to be a Member because you are working less than the required minimum number of hours, your Life Insurance will be continued with premium payment during the following periods, unless it ends under 1 through 3 above.
  - a. While your Employer is paying you at least the same Annual Earnings paid to you immediately before you ceased to be a Member.
  - b. While your ability to work is limited because of Sickness, Injury, or Pregnancy.
  - c. During the first 60 days of a temporary layoff.
  - d. During a leave of absence if continuation of your insurance under the Group Policy is required by a state-mandated family or medical leave act or law.
  - e. During any other scheduled leave of absence approved by your Employer in advance and in writing and lasting not more than the period shown in the **Coverage Features.**

G. Reinstatement Of Life Insurance

If your Life Insurance ends, you may become insured again as a new Member. However, 1 through 4 below will apply.

- 1. If your Life Insurance ends because you cease to be a Member, and if you become a Member again within 90 days, the Eligibility Waiting Period will be waived.
- 2. If your Life Insurance ends because you fail to make a required premium contribution, you must provide Evidence Of Insurability to become insured again.
- 3. If you exercised your Right To Convert, you must provide Evidence Of Insurability to become insured again.
- 4. If your Life Insurance ends because you are on a federal or state-mandated family or medical leave of absence, and you become a Member again immediately following the period allowed, your insurance will be reinstated pursuant to the federal or state-mandated family or medical leave act or law.

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### **DEPENDENTS LIFE INSURANCE**

A. Insuring Clause

If your Dependent dies while insured for Dependents Life Insurance, we will pay benefits according to the terms of the Group Policy after we receive Proof Of Loss satisfactory to us.

B. Amount Of Dependents Life Insurance

See the **Coverage Features** for the amount of your Dependents Life Insurance.

- C. Changes In Dependents Life Insurance
  - 1. Increases

You must apply in writing for any elective increase in your Dependents Life Insurance.

Subject to the **Active Work Provisions**, an increase in your Dependents Life Insurance becomes effective as follows:

a. Increases Subject To Evidence Of Insurability

An increase in your Dependents Life Insurance subject to Evidence Of Insurability becomes effective on the date we approve that Dependent's Evidence Of Insurability.

b. Increases Not Subject To Evidence Of Insurability

An increase in your Dependents Life Insurance not subject to Evidence Of Insurability becomes effective on:

- (i) The first day of the calendar month coinciding with or next following the date you apply if you apply for an elective increase.
- (ii) The date your Life Insurance increases if your Dependents Life Insurance increases because of an increase in your Life Insurance.
- (iii) The later of the date you apply or the date of the Family Status Change, if you apply within 31 days of a Family Status Change.
- 2. Decreases

A decrease in your Dependents Life Insurance because of a decrease in your Life Insurance becomes effective on the date your Life Insurance decreases.

D. Definitions For Dependents Life Insurance

Dependent means your Spouse or Child. Dependent does not include a person who is a full-time member of the armed forces of any country.

- E. Becoming Insured For Dependents Life Insurance
  - 1. Eligibility

You become eligible to insure your Dependents on the later of:

- a. The date your Life Insurance becomes effective; and
- b. The date you first acquire a Dependent.

A Member may not be insured as both a Member and a Dependent. A Child may not be insured by more than one Member.

2. Effective Date

The **Coverage Features** states whether your Dependents Life Insurance is Contributory or Noncontributory. Subject to the **Active Work Provisions**, your Dependents Life Insurance becomes effective as follows:

a. Dependents Life Insurance Subject To Evidence Of Insurability

Dependents Life Insurance subject to Evidence Of Insurability becomes effective on the later of:

- 1. The date your Life Insurance becomes effective; and
- 2. The first day of the calendar month coinciding with or next following the date we approve the Dependent's Evidence Of Insurability.
- b. Dependents Life Insurance Not Subject To Evidence Of Insurability
  - 1. Noncontributory Dependents Life Insurance

Noncontributory Dependents Life Insurance not subject to Evidence Of Insurability becomes effective on the later of:

- i. The date your Life Insurance becomes effective; and
- ii. The date you first acquire a Dependent.
- 2. Contributory Dependents Life Insurance

You must apply in writing for Contributory Dependents Life Insurance and agree to pay premiums. Contributory Dependents Life Insurance not subject to Evidence Of Insurability becomes effective on the latest of:

- i. The date your Life Insurance becomes effective if you apply on or before that date;
- ii. The date you become eligible to insure your Dependents if you apply on or before that date;
- iii. The date you apply if you apply within 31 days after you become eligible; and
- iv. The later of the date you apply or the date of the Family Status Change, if you apply within 31 days of a Family Status Change.

Late Application: Evidence Of Insurability is required for each Dependent if you apply more than 31 days after you become eligible.

c. While your Dependents Life Insurance is in effect, each new Child becomes insured immediately.

d. Takeover Provision

Each Dependent who was eligible under the Prior Plan for more than 31 days but was not insured must submit satisfactory Evidence Of Insurability to become insured for Dependents Life Insurance.

F. When Dependents Life Insurance Ends

Dependents Life Insurance ends automatically on the earliest of:

- 1. Five months after you die (no premiums will be charged for your Dependents Life Insurance during this time);
- 2. The date your Life Insurance ends;
- 3. The date the Group Policy terminates, or the date Dependents Life Insurance terminates under the Group Policy;
- 4. The date the last period ends for which you made a premium contribution, if your Dependents Life Insurance is Contributory;
- 5. For your Spouse, the date of your divorce or legal separation or termination of your Domestic Partner relationship;
- 6. For any Dependent, the last day of the calendar month in which the Dependent ceases to be a Dependent; and
- 7. For a Child who is Disabled, 90 days after we mail you a request for proof of Disability, if proof is not given.

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## ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

A. Insuring Clause

If you or your Spouse have an accident, including accidental exposure to adverse conditions, while insured for AD&D Insurance, and the accident results in a Loss, we will pay benefits according to the terms of the Group Policy after we receive Proof Of Loss satisfactory to us.

B. Definition Of Loss For AD&D Insurance

Loss means loss of life, hand, foot, sight, speech, hearing in both ears, thumb and index finger of the same hand and Quadriplegia, Hemiplegia or Paraplegia which meets all of the following requirements:

- 1. Is caused solely and directly by an accident.
- 2. Occurs independently of all other causes.
- 3. With respect to Loss of life, is evidenced by a certified copy of the death certificate.
- 4. With respect to all other Losses, occurs within 365 days after the accident and is certified by a Physician in the appropriate specialty as determined by us.

With respect to Loss of life, death will be presumed if you disappear and the disappearance:

- 1. Is caused solely and directly by an accident that reasonably could have caused Loss of life;
- 2. Occurs independently of all other causes; and
- 3. Continues for a period of 365 days after the date of the accident, despite reasonable search efforts.

With respect to a hand or foot, Loss means actual and permanent severance from the body at or

above the wrist or ankle joint, whether or not surgically reattached.

With respect to sight, Loss means entire, uncorrectable, and irrecoverable loss of sight.

With respect to speech, Loss means entire, uncorrectable, and irrecoverable loss of audible speech.

With respect to hearing, Loss means entire, uncorrectable, and irrecoverable loss of hearing in both ears.

With respect to thumb and index finger of the same hand, Loss means actual and permanent severance from the body at or above the metacarpophalangeal joints.

With respect to Quadriplegia, Hemiplegia, and Paraplegia, Loss must be permanent, complete, and irreversible.

Quadriplegia means total paralysis of both upper and lower limbs. Hemiplegia means total paralysis of the upper and lower limbs on the same side of the body. Paraplegia means total paralysis of both lower limbs.

C. Amount Payable

See **Coverage Features** for the AD&D Insurance schedule. The amount payable is a percentage of the AD&D Insurance Benefit in effect on the date of the accident and is determined by the Loss suffered. See AD&D Table Of Losses in the **Coverage Features**.

D. Changes In AD&D Insurance

Changes in your AD&D Insurance and your Spouse's AD&D Insurance will become effective on the date your Life Insurance and your Spouse's AD&D Insurance changes.

E. AD&D Insurance Exclusions

No AD&D Insurance benefit is payable if the accident or Loss is caused or contributed to by any of the following:

- 1. War or act of War. War means declared or undeclared war, whether civil or international, and any substantial armed conflict between organized forces of a military nature.
- 2. Suicide or other intentionally self-inflicted Injury, while sane or insane.
- 3. Committing or attempting to commit an assault or felony, or actively participating in a violent disorder or riot. Actively participating does not include being at the scene of a violent disorder or riot while performing your official duties.
- 4. The voluntary use or consumption of any poison, chemical compound, alcohol or drug, unless used or consumed according to the directions of a Physician.
- 5. Sickness or Pregnancy but not including complications of pregnancy, existing at the time of the accident.
- 6. Heart attack or stroke.
- 7. Medical or surgical treatment for any of the above.
- F. Additional AD&D Benefits

#### Seat Belt Benefit

The amount of the Seat Belt Benefit is shown in the **Coverage Features**.

We will pay a Seat Belt Benefit if all of the following requirements are met:

- 1. You die as a result of an Automobile accident for which an AD&D Insurance Benefit is payable for Loss of your Life; and
- 2. You are wearing and properly utilizing a Seat Belt System at the time of the accident, as

evidenced by a police accident report.

Seat Belt System means a properly installed combination lap and shoulder restraint system that meets the Federal Vehicle Safety Standards of the National Highway Traffic Safety Administration. Seat Belt System will include a lap belt alone, but only if the Automobile did not have a combination lap and shoulder restraint system when manufactured. Seat Belt System does not include a shoulder restraint alone.

Automobile means a motor vehicle licensed for use on public highways.

Career Adjustment Benefit

The amount of the Career Adjustment Benefit is shown in the **Coverage Features**.

We will pay a Career Adjustment Benefit to your Spouse if all of the following requirements are met:

- 1. You and your Spouse are both insured for AD&D Insurance under the Group Policy.
- 2. You die as a result of an accident for which an AD&D Insurance Benefit is payable for Loss of your life.
- 3. Your Spouse is, within 36 months after the date of your death, registered and in attendance at an accredited institution of higher education or trades training program for the purpose of obtaining employment or increasing earnings.

No Career Adjustment Benefit will be paid if you have no surviving Spouse.

Child Care Benefit

The amount of the Child Care Benefit is shown in the **Coverage Features**.

We will pay a Child Care Benefit to your Spouse if all of the following requirements are met:

- 1. You are insured for AD&D Insurance under the Group Policy.
- 2. You die as a result of an accident for which an AD&D Insurance Benefit is payable for Loss of your life.
- 3. Your Spouse pays a licensed child care provider who is not a member of your family for child care provided to your Child(ren) under age 13 within 36 months of your death.
- 4. The child care is necessary in order for your Spouse to work or to obtain training for work or to increase earnings.

No Child Care Benefit will be paid if you have no surviving Spouse.

Higher Education Benefit

The amount of the Higher Education Benefit is shown in the **Coverage Features**.

We will pay a Higher Education Benefit to your Child if all of the following requirements are met:

- 1. You are insured for AD&D Insurance under the Group Policy.
- 2. You die as a result of an accident for which an AD&D Insurance Benefit is payable for Loss of your life.
- 3. Your Child is, within 12 months after the date of your death, registered and in full-time attendance at an accredited institution of higher education beyond high school.

The Higher Education Benefit will be paid annually to each Child who meets the requirements of item 3 above, for a maximum of 4 consecutive years beginning on the date of your death. No Higher Education Benefit will be paid if there is no Child eligible to receive it.

Occupational Assault Benefit

The amount of the Occupational Assault Benefit is shown in the **Coverage Features**.

We will pay an Occupational Assault Benefit if all of the following requirements are met:

- 1. While Actively At Work you suffer a Loss for which an AD&D Insurance Benefit is payable.
- 2. The Loss is the result of an act of physical violence against you that is punishable by law and is evidenced by a police report.

Public Transportation Benefit

The amount of the Public Transportation Benefit is shown in the **Coverage Features**.

We will pay a Public Transportation Benefit if all of the following requirements are met:

- 1. You die as a result of an accident for which an AD&D Insurance Benefit is payable for Loss of your life.
- 2. The accident occurs while you are riding as a fare-paying passenger on Public Transportation.

Public Transportation means a public passenger conveyance operated by a licensed common carrier for the transportation of the general public for a fare and operating on regular passenger routes with a definite schedule of departures and arrivals.

#### G. Becoming Insured For AD&D Insurance

1. Eligibility

You become eligible for AD&D Insurance on the date your Life Insurance is effective.

2. Effective Date

The **Coverage Features** states whether AD&D Insurance is Contributory or Noncontributory. Subject to the **Active Work Provisions**, AD&D Insurance becomes effective as follows:

a. Noncontributory AD&D Insurance

Noncontributory AD&D Insurance becomes effective on the date you become eligible.

b. Contributory AD&D Insurance

You and your Spouse must apply in writing for Contributory AD&D Insurance and agree to pay premiums. Contributory AD&D Insurance becomes effective on the later of:

- (i) The date you and your Spouse become eligible if you apply on or before that date.
- (ii) The first day of the calendar month coinciding with or next following the date you apply, if you apply after you become eligible.
- H. When AD&D Insurance Ends

AD&D Insurance ends automatically on the earlier of:

- 1. The date your Life Insurance ends and your Spouse's Life Insurance ends.
- 2. The date your Waiver Of Premium begins.
- 3. The date AD&D Insurance terminates under the Group Policy.

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### **ACTIVE WORK PROVISIONS**

If you are incapable of Active Work because of Sickness, Injury or Pregnancy on the day before the scheduled effective date of your insurance or an increase in your insurance, your insurance or increase will not become effective until the day after you complete one full day of Active Work as an eligible Member.

Active Work and Actively At Work mean performing the material duties of your own occupation at your Employer's usual place of business. You will also meet the Active Work requirement if:

- 1. You were absent from Active Work because of a regularly scheduled day off, holiday, or vacation day;
- 2. You were Actively At Work on your last scheduled work day before the date of your absence; and
- 3. You were capable of Active Work on the day before the scheduled effective date of your insurance or increase in your insurance.

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## PORTABILITY OF INSURANCE

A. Portability Of Insurance

You may continue your Insurance for up to 24 months if your employment with your Employer terminates, subject to the following:

- 1. The amount of any Insurance to be continued must have been continuously in effect for at least 12 consecutive months on the date your employment terminates. In computing the 12 consecutive month period, we will include time insured under the Prior Plan.
- 2. You must be able to perform with reasonable continuity the material duties of at least one gainful occupation for which you are reasonably fitted by education, training and experience on the date your employment terminates.
- 3. Termination of your employment is not due to retirement.

If you do not continue your Life Insurance, you may not continue any other Insurance. Insurance continued under Waiver Of Premium may not be continued under this provision.

Insurance means your Life Insurance and if you continue your Life Insurance, includes the other insurance eligible for portability under the provision as shown in the **Coverage Features**.

B. Application And Premium Payment

To continue Insurance under this provision you must apply in writing and pay the first Portability Premium to us within 31 days after the date your employment terminates. The Portability Premium Rate is shown in the **Coverage Features**.

C. Amount Of Insurance

The minimum and maximum amounts of Insurance eligible for portability are shown in the **Coverage Features**.

The amount of Insurance you continue under this provision cannot be increased.

The amount of your Insurance will be reduced or terminated according to the terms of the Group Policy in effect on the date your employment terminates,

D. When Insurance Ends

Insurance continued under this provision ends automatically on the earliest of:

- 1. The date it would otherwise end under the Group Policy.
- 2. The end of the 24-month period during which your Insurance may be continued under this provision.
- 3. The date you become insured under any other group life insurance plan.
- 4. For any Dependent, the date you insured the Dependent under any other group life insurance plan.
- E. Group Policy Provisions

Except as provided above, Insurance continued under this provision is subject to all other terms of the Group Policy. With respect to any notice you are required to provide to the Policyholder or your Employer under other provisions of the Group Policy, such notice must be provided to us while your Insurance is continued.

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### **STRIKE CONTINUATION**

Insurance may be continued for up to 6 months while you are absent from Active Work because of a strike, lockout or other general work stoppage caused by a labor dispute. Rules 1 through 4 below will apply.

- 1. When your compensation is suspended or terminated because of a work stoppage, your Employer will immediately notify you in writing of your rights under this provision. Your Employer will mail the notice to you at your last address on record with the Employer.
- 2. You must pay the entire premium for your insurance, including the Employer's share, if any, to your Employer on or before each Premium Due Date.
- 3. The premiums for your insurance during the work stoppage will equal a percentage of the premium rate in effect on the date the work stoppage began (see **Coverage Features**). We may change premium rates during the work stoppage according to the terms of the Group Policy.
- 4. Insurance continued under this provision will end on the earliest of:
  - a. Any Premium Due Date if you fail to make the required premium contribution to your Employer on or before that date.
  - b. The date you have been absent from Active Work for 6 months.
  - c. On the date you begin full-time employment with another employer.
  - d. At our option, on any Premium Due Date if less than 75% of the Members eligible to continue insurance under this provision make the required premium payment to the Employer.

LI.SK.OT.1

## WAIVER OF PREMIUM

#### A. Waiver Of Premium Benefit

Insurance will be continued without payment of premiums while you are Totally Disabled if:

- 1. You become Totally Disabled while insured under the Group Policy and under age 60;
- 2. You complete your Waiting Period; and
- 3. You give us satisfactory Proof Of Loss.

We may have you examined at our expense at reasonable intervals. Any such examination will be conducted by specialists of our choice.

- B. Definitions For Waiver Of Premium
  - 1. Insurance means all your insurance under the Group Policy, except AD&D Insurance.
  - 2. Totally Disabled means that, as a result of Sickness, accidental Injury, or Pregnancy, you are unable to perform with reasonable continuity the material duties of any gainful occupation for which you are reasonably fitted by education, training and experience.
  - 3. Waiting Period means the 180 consecutive day period beginning on the date you become Totally Disabled. Waiver Of Premium begins when you complete the Waiting Period.
- C. Premium Payment

Premium payment must continue until the later of:

- 1. The date you complete your Waiting Period; and
- 2. The date we approve your claim for Waiver Of Premium.
- D. Refund Of Premiums

We will refund up to 12 months of the premiums that were paid for Insurance after the date you become Totally Disabled.

E. Amount Of Insurance

The amount of Insurance eligible for Waiver Of Premium is the amount in effect on the day before you become Totally Disabled. However, the following will apply:

- 1. Insurance will be reduced or terminated according to the Group Policy provisions in effect on the day before you become Totally Disabled.
- 2. If you become insured under a group life insurance plan that replaces the Group Policy while you are eligible for Waiver Of Premium, any death benefit payable under the Group Policy will be reduced by the amount payable under the replacement group life insurance plan.
- 3. If you receive an Accelerated Benefit, Insurance will be reduced according to the **Accelerated Benefit** provision.
- 4. The amount of Supplemental Life Insurance on your Spouse will be the lesser of:
  - a. The amount in effect on the day before you become Totally Disabled; and
  - b. The amount in effect one year before the date you become Totally Disabled.
- F. Effect Of Death During The Waiting Period

If you die during the Waiting Period and are otherwise eligible for Waiver Of Premium, the Waiting Period will be waived.

G. Termination Or Amendment Of The Group Policy

Insurance will not be affected by termination or amendment of the Group Policy after you become Totally Disabled.

H. When Waiver Of Premium Ends

Waiver Of Premium ends on the earliest of:

- 1. The date you cease to be Totally Disabled;
- 2. 90 days after the date we mail you a request for additional Proof Of Loss, if it is not given;
- 3. The date you fail to attend an examination or cooperate with the examiner;

- 4. With respect to the amount of Insurance which an insured has converted, the effective date of the individual life insurance policy issued to the insured; and
- 5. With respect to your Supplemental Life Insurance, the date you reach age 70.

(ELIG 60\_REDUCE) LI.WP.OT.2

### ACCELERATED BENEFIT

A. Accelerated Benefit

If you qualify for Waiver Of Premium and give us satisfactory proof of having a Qualifying Medical Condition while you are insured under the Group Policy, you may have the right to receive during your lifetime a portion of your Insurance as an Accelerated Benefit. You must have at least \$10,000 of Insurance in effect to be eligible.

If your Insurance is scheduled to end within 24 months following the date you apply for the Accelerated Benefit, you will not be eligible for the Accelerated Benefit.

Qualifying Medical Condition means you are terminally ill as a result of an illness or physical condition which is reasonably expected to result in death within 24 months.

We may have you examined at our expense in connection with your claim for an Accelerated Benefit. Any such examination will be conducted by one or more Physicians of our choice.

B. Application For Accelerated Benefit

You must apply for an Accelerated Benefit. To apply you must give us satisfactory Proof Of Loss on our forms. Proof Of Loss must include a statement from a Physician that you have a Qualifying Medical Condition.

C. Amount Of Accelerated Benefit

You may receive an Accelerated Benefit of up to 75% of your Insurance. The maximum Accelerated Benefit is \$500,000. The minimum Accelerated Benefit is \$5,000 or 10% of your Insurance, whichever is greater.

If the amount of your Insurance is scheduled to reduce within 24 months following the date you apply for the Accelerated Benefit, your Accelerated Benefit will be based on the reduced amount.

The Accelerated Benefit will be paid to you once in your lifetime in a lump sum. If you recover from your Qualifying Medical Condition after receiving an Accelerated Benefit, we will not ask you for a refund.

D. Effect On Insurance And Other Benefits

For any purpose other than premium payment, the amount of your Insurance after payment of the Accelerated Benefit will be the greater of the amounts in (1) and (2) below; however, if you assign your rights under the Group Policy, the amount of your Insurance will be the amount in (2) below.

- (1) 10% of the amount of your Insurance as if no Accelerated Benefit had been paid; or
- (2) The amount of your Insurance as if no Accelerated Benefit had been paid; minus

The amount of the Accelerated Benefit; minus

An interest charge calculated as follows:

A times B times C divided by 365 = interest charge.

A = The amount of the Accelerated Benefit.

B = The monthly average of our variable policy loan interest rate.

C = The number of days from payment of the Accelerated Benefit to the earlier of (1) the date you die, and (2) the date you have a Right To Convert.

Your AD&D Insurance, if any, is not affected by payment of the Accelerated Benefit.

E. Exclusions

No Accelerated Benefit will be paid if:

- 1. All or part of your Insurance must be paid to your Child(ren), or your Spouse or former Spouse as part of a court approved divorce decree, separate maintenance agreement, or property settlement agreement.
- 2. You are married and live in a community property state unless you give us a signed written consent from your Spouse.
- 3. You have made an assignment of all or part of your Insurance unless you give us a signed written consent from the assignee.
- 4. You have filed for bankruptcy, unless you give us written approval from the Bankruptcy Court for payment of the Accelerated Benefit.
- 5. You are required by a government agency to use the Accelerated Benefit to apply for, receive, or continue a government benefit or entitlement.
- 6. You have previously received an Accelerated Benefit under the Group Policy.
- F. Definitions For Accelerated Benefit

Insurance means your Life Insurance Benefit and Supplemental Life Insurance Benefit, if any, under the Group Policy.

G. Resolution Of Disputes Over A Qualifying Medical Condition

Pursuant to "The Washington Regulation on Accelerated Life Insurance Benefits" (WAC 284-26-600 through WAC 284-23-730), you may have the right to mediation or binding arbitration of any dispute over whether you have incurred a Qualifying Medical Condition.

LI.AB.WA.5

## **RIGHT TO CONVERT**

A. Right To Convert

You may buy an individual policy of life insurance without Evidence Of Insurability if:

- 1. Your Insurance ends or is reduced due to a Qualifying Event; and
- 2. You apply in writing and pay us the first premium during the Conversion Period.

Except as limited under C. Limits On Right To Convert, the maximum amount you have a Right To Convert is the amount of your Insurance which ended.

- B. Definitions For Right To Convert
  - 1. Conversion Period means the 31-day period after the date of any Qualifying Event.
  - 2. Insurance means all your insurance under the Group Policy, including insurance continued under Waiver Of Premium, but excluding AD&D Insurance.
  - 3. Qualifying Event means termination or reduction of your Insurance for any reason except:
    - a. The Member's failure to make a required premium contribution.
    - b. Payment of an Accelerated Benefit.

- 4. You and your mean any person insured under the Group Policy.
- C. Limits On Right To Convert

If your Insurance ends or is reduced because of termination or amendment of the Group Policy, 1 and 2 below will apply.

- 1. You may not convert Insurance which has been in effect for less than the Minimum Time Insured. See **Coverage Features**.
- 2. The maximum amount you have a Right To Convert is the lesser of:
  - a. The amount of your Insurance which ended, minus any other group life insurance for which you become eligible during the Conversion Period; and
  - b. The Maximum Conversion Amount. See Coverage Features.
- D. The Individual Policy

You may select any form of individual life insurance policy we issue to persons of your age, except:

- 1. A term insurance policy;
- 2. A universal life policy;
- 3. A policy with disability, accidental death, or other additional benefits; or
- 4. A policy in an amount less than the minimum amount we issue for the form of life insurance you select.

The individual policy of life insurance will become effective on the day after the end of the Conversion Period. We will use our published rates for standard risks to determine the premium.

The time periods contained in the incontestability provision of the individual policy of life insurance will be credited with the last continuous period you were insured under the Group Policy.

E. Death During The Conversion Period

If you die during the Conversion Period, we will pay a death benefit equal to the maximum amount you had a Right To Convert, whether or not you applied for an individual policy. The benefit will be paid according to the **Benefit Payment And Beneficiary Provisions**.

LI.RC.WA.1

### CLAIMS

A. Filing A Claim

Claims should be filed on our forms. If we do not provide our forms within 15 days after they are requested, the claim may be submitted in a letter to us.

B. Time Limits On Filing Proof Of Loss

Proof Of Loss must be provided within 90 days after the date of the loss. If that is not possible, it must be provided as soon as reasonably possible, but not later than one year after that 90-day period.

Proof Of Loss for Waiver Of Premium must be provided within 12 months after the end of the Waiting Period. We will require further Proof Of Loss at reasonable intervals, but not more often than once a year after you have been continuously Totally Disabled for two years.

If Proof Of Loss is filed outside these time limits, the claim will be denied. These limits will not apply while the Member or Beneficiary lacks legal capacity.

C. Proof Of Loss

Proof Of Loss means written proof that a loss occurred:

- 1. For which the Group Policy provides benefits;
- 2. Which is not subject to any exclusions; and
- 3. Which meets all other conditions for benefits.

Proof Of Loss includes any other information we may reasonably require in support of a claim. Proof Of Loss must be in writing and must be provided at the expense of the claimant. No benefits will be provided until we receive Proof Of Loss satisfactory to us.

D. Investigation Of Claim

We may have you examined at our expense at reasonable intervals. Any such examination will be conducted by specialists of our choice.

We may have an autopsy performed at our expense, except where prohibited by law.

E. Time Of Payment

We will pay benefits within 60 days after Proof Of Loss is satisfied.

F. Notice Of Decision On Claim

We will evaluate a claim for benefits promptly after we receive it. With respect to all claims except Waiver Of Premium claims, within 90 days after we receive the claim we will send the claimant: (a) a written decision on the claim; or (b) a notice that we are extending the period to decide the claim for an additional 90 days.

With respect to Waiver Of Premium claims, within 45 days after we receive the claim we will send the claimant: (a) a written decision on the claim; or (b) a notice that we are extending the period to decide the claim for 30 days. Before the end of this extension period we will send the claimant: (a) a written decision on the Waiver Of Premium claim; or (b) a notice that we are extending the period to decide the claim for an additional 30 days. If an extension is due to the claimant's failure to provide information necessary to decide the Waiver Of Premium claim, the extended time period for deciding the claim will not begin until the claimant provides the information or otherwise responds.

If we extend the period to decide the claim, we will notify the claimant of the following: (a) the reasons for the extension; (b) when we expect to decide the claim; (c) an explanation of the standards on which entitlement to benefits is based; (d) the unresolved issues preventing a decision; and (e) any additional information we need to resolve those issues.

If we request additional information, the claimant will have 45 days to provide the information. If the claimant does not provide the requested information within 45 days, we may decide the claim based on the information we have received.

If we deny any part of the claim, we will send the claimant a written notice of denial containing:

- 1. The reasons for our decision.
- 2. Reference to the parts of the Group Policy on which our decision is based.
- 3. A description of any additional information needed to support the claim.
- 4. Information concerning the claimant's right to a review of our decision.
- G. Review Procedure

If all or part of a claim is denied, the claimant may request a review. The claimant must request a review in writing:

1. Within 180 days after receiving notice of the denial of a claim for Waiver Of Premium;

2. Within 60 days after receiving notice of the denial of any other claim.

The claimant may send us written comments or other items to support the claim. The claimant may review and receive copies of any non-privileged information that is relevant to the request for review. There will be no charge for such copies. Our review will include any written comments or other items the claimant submits to support the claim.

We will review the claim promptly after we receive the request. With respect to all claims except Waiver Of Premium claims, within 60 days after we receive the request for review we will send the claimant: (a) a written decision on review; or (b) a notice that we are extending the review period for 60 days.

With respect to Waiver Of Premium claims, within 45 days after we receive the request for review we will send the claimant: (a) a written decision on review; or (b) a notice that we are extending the review period for 45 days.

If an extension is due to the claimant's failure to provide information necessary to decide the claim on review, the extended time period for review of the claim will not begin until the claimant provides the information or otherwise responds.

If we extend the review period, we will notify the claimant of the following: (a) the reasons for the extension; (b) when we expect to decide the claim on review; and (c) any additional information we need to decide the claim.

If we request additional information, the claimant will have 45 days to provide the information. If the claimant does not provide the requested information within 45 days, we may conclude our review of the claim based on the information we have received.

With respect to Waiver Of Premium claims, the person conducting the review will be someone other than the person who denied the claim and will not be subordinate to that person. The person conducting the review will not give deference to the initial denial decision. If the denial was based on a medical judgement, the person conducting the review will consult with a qualified health care professional. This health care professional will be someone other than the person who made the original medical judgement and will not be subordinate to that person. The claimant may request the names of medical or vocational experts who provided advice to us about a claim for Waiver Of Premium.

If we deny any part of the claim on review, the claimant will receive a written notice of denial containing:

- 1. The reasons for our decision.
- 2. Reference to the parts of the Group Policy on which our decision is based.
- 3. Information concerning the claimant's right to receive, free of charge, copies of non-privileged documents and records relevant to the claim.

(2ND REV PUB WRDG) LI.CL.OT.5

### ASSIGNMENT

The rights and benefits under the Group Policy cannot be assigned.

LI.AS.OT.1

## **BENEFIT PAYMENT AND BENEFICIARY PROVISIONS**

#### A. Payment Of Benefits

1. Except as provided in item 6 below, benefits payable because of your death will be paid to the Beneficiary you name. See B through E of this section.

- 2. AD&D Insurance benefits payable for Losses other than Loss of Life will be paid to the person who suffers the Loss for which benefits are payable. Any such benefits remaining unpaid at that person's death will be paid according to the provisions for payment of a death benefit.
- 3. The benefits below will be paid to you if you are living.
  - a. AD&D Insurance benefits payable because of the death of your Dependent.
  - b. Dependents Life Insurance benefits.
  - c. Supplemental Life Insurance benefits payable because of the death of your Spouse.
  - d. Accelerated Benefits.
- 4. Dependents Life Insurance benefits and AD&D Insurance benefits payable because of the death of your Dependent which are unpaid at your death will be paid in equal shares to the first surviving class of the classes below.
  - a. The children of the Dependent.
  - b. The parents of the Dependent.
  - c. The brothers and sisters of the Dependent.
  - d. Your estate.
- 5. Supplemental Life Insurance benefits payable because of the death of your Spouse which are unpaid at your death will be paid in equal shares to the first surviving class of the classes below.
  - a. The children of your Spouse.
  - b. The parents of your Spouse.
  - c. The brothers and sisters of your Spouse.
  - d. Your estate.
- 6. Additional Benefits will be paid as follows:

The Child Care Benefit will be paid to your surviving Spouse. No Child Care Benefit will be paid if you have no Spouse.

The Career Adjustment Benefit will be paid to your Spouse. No Career Adjustment Benefit will be paid if you have no Spouse.

The Higher Education Benefit will be paid annually to each eligible Child. No Higher Education Benefit will be paid if there is no Child eligible to receive it.

The Repatriation Benefit will be paid to the person who incurs the transportation expenses.

B. Naming A Beneficiary

Beneficiary means a person you name to receive death benefits. You may name one or more Beneficiaries.

If you name two or more Beneficiaries in a class:

- 1. Two or more surviving Beneficiaries will share equally, unless you provide for unequal shares.
- 2. If you provide for unequal shares in a class, and two or more Beneficiaries in that class survive, we will pay each surviving Beneficiary his or her designated share. Unless you provide otherwise, we will then pay the share(s) otherwise due to any deceased Beneficiary(ies) to the surviving Beneficiaries pro rata based on the relationship that the designated percentage or fractional share of each surviving Beneficiary bears to the total shares of all surviving Beneficiaries.

3. If only one Beneficiary in a class survives, we will pay the total death benefits to that Beneficiary.

You may name or change Beneficiaries at any time without the consent of a Beneficiary.

Your Beneficiary designation must be the same for Life Insurance and AD&D Insurance death benefits. Your Beneficiary designations for Life Insurance and your Supplemental Life Insurance may be different.

You must name or change Beneficiaries in writing.

Your designation:

- 1. Must be dated and signed by you;
- 2. Must be delivered to the Policyholder or Employer during your lifetime;
- 3. Must relate to the insurance provided under the Group Policy; and
- 4. Will take effect on the date it is delivered to the Policyholder or Employer.

If we approve it, a designation, which meets the requirements of a Prior Plan, will be accepted as your Beneficiary designation under the Group Policy.

C. Simultaneous Death Provision

If a Beneficiary or a person in one of the classes listed in item D. No Surviving Beneficiary dies on the same day you die, or within 15 days thereafter, benefits will be paid as if that Beneficiary or person had died before you, unless Proof Of Loss with respect to your death is delivered to us before the date of the Beneficiary's death.

D. No Surviving Beneficiary

If you do not name a Beneficiary, or if you are not survived by one, benefits will be paid in equal shares to the first surviving class of the classes below.

- 1. Your Spouse. (See **Definitions**)
- 2. Your children.
- 3. Your parents.
- 4. Your brothers and sisters.
- 5. Your estate.
- E. Methods Of Payment

Recipient means a person who is entitled to benefits under this **Benefit Payment and Beneficiary Provisions** section.

1. Lump Sum

If the amount payable to a Recipient is less than \$10,000, we will pay it in a lump sum.

2. Standard Secure Access Checking Account

If the amount payable to a Recipient is \$10,000, or more, we will deposit it into a Standard Secure Access checking account which:

- a. Bears interest;
- b. Is owned by the Recipient;

- c. Is subject to the terms and conditions of a confirmation certificate which will be given to the Recipient; and
- d. Is fully guaranteed by us.
- 3. Installments

Payment to a Recipient may be made in installments if:

- a. The amount payable is \$10,000 or more;
- b. The Recipient chooses; and
- c. We agree.

To the extent permitted by law, the amount payable to the Recipient will not be subject to any legal process or to the claims of any creditor or creditor's representative.

(FB\_REPAT\_WITH DEF SP\_WITH SSA) LI.BB.OT.5

## **ALLOCATION OF AUTHORITY**

Except for those functions which the Group Policy specifically reserves to the Policyholder, we have full and exclusive authority to control and manage the Group Policy, to administer claims, and to interpret the Group Policy and resolve all questions arising in the administration, interpretation, and application of the Group Policy.

Our authority includes, but is not limited to:

- 1. The right to resolve all matters when a review has been requested;
- 2. The right to establish and enforce rules and procedures for the administration of the Group Policy and any claim under it;
- 3. The right to determine:
  - a. Eligibility for insurance;
  - b. Entitlement to benefits;
  - c. Amount of benefits payable;
  - d. Sufficiency and the amount of information we may reasonably require to determine a., b., or c., above.

Subject to the review procedures of the Group Policy any decision we make in the exercise of our authority is conclusive and binding.

LI.AL.OT.1

### TIME LIMITS ON LEGAL ACTIONS

No action at law or in equity may be brought until 60 days after we have been given Proof Of Loss. No such action may be brought more than three years after the earlier of:

- 1. The date we receive Proof Of Loss; and
- 2. The time within which Proof Of Loss is required to be given.

LI.TL.OT.1

## **INCONTESTABILITY PROVISIONS**

A. Incontestability Of Insurance

Any statement made to obtain or to increase insurance is a representation and not a warranty.

No misrepresentation will be used to reduce or deny a claim unless:

- 1. The insurance would not have been approved if we had known the truth; and
- 2. We have given you or any other person claiming benefits a copy of the signed written instrument which contains the misrepresentation.

We will not use a misrepresentation to reduce or deny a claim after the insured's insurance has been in effect for two years during the lifetime of the insured.

B. Incontestability Of Group Policy

Any statement made by the Policyholder or Employer to obtain the Group Policy is a representation and not a warranty.

No misrepresentation by the Policyholder or Employer will be used to deny a claim or to deny the validity of the Group Policy unless:

- 1. The Group Policy would not have been issued if we had known the truth; and
- 2. We have given the Policyholder or Employer a copy of a written instrument signed by the Policyholder or Employer which contains the misrepresentation.

The validity of the Group Policy will not be contested after it has been in force for two years, except for nonpayment of premiums.

LI.IN.OT.2

## **CLERICAL ERROR AND MISSTATEMENT**

A. Clerical Error

Clerical error by the Policyholder, your Employer, or their respective employees or representatives will not:

- 1. Cause a person to become insured;
- 2. Invalidate insurance under the Group Policy otherwise validly in force; or
- 3. Continue insurance under the Group Policy otherwise validly terminated.
- B. The Policyholder and your Employer act on their own behalf as your agent, and not as our agent.
- C. Misstatement Of Age

If a person's age has been misstated, we will make an equitable adjustment of premiums, benefits, or both. The adjustment will be based on:

- 1. The amount of insurance based on the correct age; and
- 2. The difference between the premiums paid and the premiums which would have been paid if the age had been correctly stated.

LI.CE.OT.2

## TERMINATION OR AMENDMENT OF THE GROUP POLICY

The Group Policy may be terminated by us or the Policyholder according to its terms. It will terminate automatically for nonpayment of premium. The Policyholder may terminate the Group Policy in whole, and may terminate insurance for any class or group of Members, at any time by giving us written notice.

Benefits under the Group Policy are limited to its terms, including any valid amendment. No change or amendment will be valid unless it is approved in writing by one of our executive officers and given to the Policyholder for attachment to the Group Policy. If the terms of the Certificate differ from the Group Policy, the terms stated in the Group Policy will govern. The Policyholder, your Employer, and their respective employees or representatives have no right or authority to change or amend the Group Policy or to waive any of its terms or provisions without our signed written approval.

We may change the Group Policy in whole or in part when any change or clarification in law or governmental regulation affects our obligations under the Group Policy, or with the Policyholder's consent.

Any such change or amendment of the Group Policy may apply to current or future Members or to any separate classes or groups thereof.

LI.TA.OT.1

### DEFINITIONS

AD&D Insurance means accidental death and dismemberment insurance, if any, under the Group Policy.

Annual Earnings means your annual rate of earnings from your Employer. Your Annual Earnings will be based on your earnings in effect on your last full day of Active Work prior to a temporary Furlough unless a different date applies (see the **Coverage Features**). Annual Earnings includes:

- 1. Contributions you make through a salary reduction agreement with your Employer to:
  - a. An Internal Revenue Code (IRC) Section 401(k), 403(b), 408(k), or 457 deferred compensation arrangement; or
  - b. An executive nonqualified deferred compensation arrangement.
- 2. Commissions averaged over the Earnings Period shown in the **Coverage Features** or over the period of your employment if less than the Earnings Period.
- 3. Shift differential pay.
- 4. Amounts contributed to your fringe benefits according to a salary reduction agreement under an IRC Section 125 plan.

Annual Earnings does not include:

- 1. Bonuses.
- 2. Overtime pay.
- 3. Your Employer's contributions on your behalf to any deferred compensation arrangement or pension plan.
- 4. Any other extra compensation.

Child means:

- 1. Your unmarried child from live birth through age 25; or
- 2. Your unmarried child who meets either of the following requirements:
  - a. The child is insured under the Group Policy and, on and after the date on which insurance would otherwise end because of the Child's age, is continuously Disabled.
  - b. The child was insured under the Prior Plan on the day before the effective date of your Employer's coverage under the Group Policy and was Disabled on that day, and is continuously Disabled thereafter.

Child includes any of the following, if they otherwise meet the definition of Child:

- i. Your adopted child; or
- ii. Your stepchild and the child of your Spouse, if living in your home;

Your child is Disabled if your child is:

- 1. Continuously incapable of self-sustaining employment because of mental retardation or physical handicap; and
- 2. Chiefly dependent upon you for support and maintenance, or institutionalized because of mental retardation or physical handicap.

You must give us proof your Child is Disabled on our forms within 31 days after a) the date on which insurance would otherwise end because of the Child's age or b) the effective date of your Employer's coverage under the Group Policy if your child is Disabled on that date. At reasonable intervals thereafter, we may require further proof, and have your Child examined at our expense.

Contributory means you pay all or part of the premium for insurance.

Dependents Life Insurance means dependents life insurance, if any, under the Group Policy.

Eligibility Waiting Period means the period you must be a Member before you become eligible for insurance. See **Coverage Features**.

Evidence Of Insurability means an applicant must:

- 1. Complete and sign our medical history statement;
- 2. Sign our form authorizing us to obtain information about the applicant's health;
- 3. Undergo a physical examination, if required by us, which may include blood testing; and
- 4. Provide any additional information about the applicant's insurability that we may reasonably require.

Group Policy means the group life insurance policy issued by us to the Policyholder and identified by the Group Policy Number.

Injury means an injury to your body.

Life Insurance means life insurance under the Group Policy.

L.L.C. Owner-Employee means an individual who owns an equity interest in an Employer and is actively employed in the conduct of the Employer's business.

Noncontributory means the Policyholder or Employer pays the entire premium for insurance.

P.C. Partner means the sole active employee and majority shareholder of a professional corporation in partnership with the Policyholder.

Physician means a licensed M.D. or D.O., acting within the scope of the license. Physician does not include you or your Spouse, or the brother, sister, parent or child of either you or your Spouse.

Pregnancy means your pregnancy, childbirth, or related medical conditions, including complications of pregnancy.

Prior Plan means your Employer's group life insurance plan in effect on the day before the effective date of your Employer's coverage under the Group Policy and which is replaced by the Group Policy.

Sickness means your sickness, illness, or disease.

Spouse means:

1. A person to whom you are legally married; or

2. Your Domestic Partner. Domestic Partner means an individual with whom you have completed an affidavit of declaration of domestic partnership, submitted that affidavit to the Employer; or an individual recognized as your domestic partner under applicable law.

Spouse does not include a person who is a full-time member of the armed forces of any country or a person from whom you are divorced or from whom you have terminated a Domestic Partner relationship.

Supplemental Life Insurance means supplemental life insurance, if any, under the Group Policy.

(REG\_WITH COM\_DOM ENHNCD) LI.DF.WA.1X

ALIC99X

# STANDARD INSURANCE COMPANY

A Stock Life Insurance Company 900 SW Fifth Avenue Portland, Oregon 97204-1282 (503) 321-7000

#### CERTIFICATE

### **GROUP LONG TERM DISABILITY INSURANCE**

Policyholder:	Clark County
Policy Number:	606122-E
Effective Date:	January 1, 2008

A Group Policy has been issued to the Policyholder. We certify that you will be insured as provided by the terms of the Group Policy. If your coverage is changed by an amendment to the Group Policy, we will provide the Policyholder with a revised Certificate or other notice to be given to you.

Possession of this Certificate does not necessarily mean you are insured. You are insured only if you meet the requirements set out in this Certificate.

"We", "us" and "our" mean Standard Insurance Company. "You" and "your" mean the Member. All other defined terms appear with the initial letter capitalized. Section headings, and references to them, appear in boldface type.

Chairman, President and CEO

GC190-LTD/S399

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### **COVERAGE FEATURES**

This section contains many of the features of your long term disability (LTD) insurance. Other provisions, including exclusions, limitations, and Deductible Income, appear in other sections. Please refer to the text of each section for full details. The Table of Contents and the Index of Defined Terms help locate sections and definitions.

GENERAL POLICY INFORMATION		
Group Policy Number:	606122-E	
Policyholder:	Clark County	
Employer(s):	Clark County Clark Regional Communications Agency Lower Columbia Fish Hatchery Board Southwest Washington Air Pollution Control Authority Southwest Washington Health District	
Group Policy Effective Date:	January 1, 2008	
Policy Issued in:	Washington	

## **BECOMING INSURED**

To become insured you must: (a) Be a Member; (b) Complete your Eligibility Waiting Period; and (c) Meet the requirements in **Active Work Provisions** and **When Your Insurance Becomes Effective**.

Definition of Member:	You are a Member if you are a citizen or resident of the United States or Canada and one of the following:
	1. An active employee of the Employer who is regularly working at least 20 hours each week; or
	2. An elected official of the Employer.
	You are not a Member if you are:
	1. A project employee, temporary or seasonal employee;
	2. A leased employee;
	3. An independent contractor; or
	4. A full time member of the armed forces of any country.
	An employee will not cease to be a Member solely due to a temporary Furlough/unpaid status lasting three months or less as long as there is a defined return to work date and premium payment continues.
Class Definition:	
Class 1:	Elected Officials, Management 1 and 2, Court Appointed, RTC-Management, CRESA-Management, SW Clean Air Agency-Management, Non-represented (M3), CRESA Non- represented, RTC Non-represented, SW Clean Air Agency Non-represented, Law Library, Lower Columbia Fish Recovery Board

Class 2:	Information Technology Guild, Local 11, Local 17 Appraisers, Local 17 Engineers, Local 1432, Local 307, Local 335, Local 8, Sheriff's Administrators Association
Class 3:	Partners in Careers, CRESA 911 Dispatchers Guild
Class 4:	Sheriff Office Support Guild
Class 5:	Corrections Deputy Guild
Class 6:	Juvenile Detention Officer's Guild
Eligibility Waiting Period:	You are eligible on the first day of the calendar month following the date you become a Member.
Evidence Of Insurability:	Required:
	a. For late application for Contributory insurance.
	b. For reinstatements if required.
	c. For Members eligible but not insured under the Prior Plan.
	d. For becoming insured for any amount greater than the amount for which you were insured under the Prior Plan, if your insurance under the Prior Plan was limited because you did not provide evidence of insurability or because your evidence of insurability

**Certain Evidence Of Insurability Requirements Will Be Waived**. Your insurance is subject to all other terms of the Group Policy.

was not approved.

#### During Your Employer's Annual Enrollment Period

During your Employer's Annual Enrollment Period certain Evidence Of Insurability requirements will be waived with respect to Plan 2 LTD Insurance. However, we will not waive the Evidence Of Insurability requirements if you previously submitted Evidence Of Insurability that was not approved by us, or if you previously submitted evidence of good health that was not approved by the insurer(s) of the Prior Plan or any preceding plans.

If you became eligible for Plan 2 LTD Insurance after your Employer's last Annual Enrollment Period, requirement(s) a. and c. above will be waived if you apply for Plan 2 LTD Insurance during the Annual Enrollment Period.

Annual Enrollment Period means the period designated each year by your Employer when you may change insurance elections.

Evidence Of Insurability will not be required to become insured for Contributory insurance on September 1, 2013 if you apply during the open enrollment period beginning September 30, 2013 and ending October 9, 2013. However, Evidence Of Insurability will not be waived if you are not insured for Contributory coverage because you previously submitted evidence of good health that was not approved by us or by the insurer(s) of the Prior Plan or any preceding plans.

## PREMIUM CONTRIBUTIONS

Class 1, 2 and 6: Plan 1 insurance is:

Noncontributory

Plan 2 insurance is:	Contributory; you and your Employer share the cost of coverage. Employer contribution level determines the taxability of the benefit amount.
Class 3, 4 and 5:	Noncontributory
	SCHEDULE OF INSURANCE
LTD Benefit:	
Class 1 and 2:	Plan 1: 60% of the first \$15,000 of your Predisability Earnings, reduced by Deductible Income.
	Plan 2: 66 2/3 of the first \$15,000 of your Predisability Earnings, reduced by Deductible Income.
Class 3 and 5:	60% of the first \$7,292 of your Predisability Earnings, reduced by Deductible Income.
Class 4:	60% of the first \$15,000 of your Predisability Earnings, reduced by Deductible Income.
Class 6:	Plan 1: 60% of the first \$7,292 of your Predisability Earnings, reduced by Deductible Income.
	Plan 2: 66 2/3 of the first \$6,563 of your Predisability Earnings, reduced by Deductible Income.
Maximum:	
Class 1 and 2:	Plan 1: \$9,000 before reduction by Deductible Income.
	Plan 2: \$10,000 before reduction by Deductible Income.
Class 3, 5 and 6:	\$4,375 before reduction by Deductible Income.
Class 4:	\$9,000 before reduction by Deductible Income.
Minimum:	\$100
With respect to Class 1, 2 a	nd 6: You may be insured under Plan 1 or Plan 2, but not both.

With respect to Class 1, 2 and 6: You may be insured under Plan 1 or Plan 2, but not both. You will be insured under Plan 1 unless you are insured under Plan 2. If you cease paying for premium for Plan 2, you will automatically be insured under Plan 1.

Benefit Waiting Period:

Class 1, 2, 3, 4 and 6:	60 days or the period of sick leave for which you are eligible under the Employer's sick leave plan, whichever is longer.
Class 5:	180 days or the period of sick leave for which you are eligible under the Employer's sick leave plan, whichever is longer.
Maximum Benefit Period:	Determined by your age when Disability begins, as follows:

Age	Maximum Benefit Period
61 or younger	To age 65, or to SSNRA, or 3 years 6 months, whichever is longest.
62	To SSNRA, or 3 years 6 months, whichever is longer.
63	To SSNRA, or 3 years, whichever is longer.
64	To SSNRA, or 2 years 6 months, whichever is longer.
65	2 years
66	1 year 9 months
67	1 year 6 months
68	1 year 3 months
69 or older	1 year

Social Security Normal Retirement Age (SSNRA) means your normal retirement age under the Federal Social Security Act, as amended.

# DISABILITY PROVISIONS

Own Occupation Period:	The first 24 months for which LTD Benefits are paid.
Any Occupation Period:	From the end of the Own Occupation Period to the end of the Maximum Benefit Period.
Partial Disability:	Covered
Own Occupation Income Level:	80% of your Indexed Predisability Earnings.
Any Occupation Income Level:	60% of your Indexed Predisability Earnings.
See <b>Definition of Disability</b> for more information.	

# EXCLUSIONS AND LIMITATIONS

Exclusions:	
Preexisting Condition Exclusion:	Yes
Class 1, 2, and 6:	
Preexisting Condition Period for Plan 1: Exclusion Period	The 90 day period just before your insurance under Plan 1 becomes effective.
for Plan 1:	12 months while insured under Plan 1
Preexisting Condition Period for Plan 2:	The 90 day period just before your insurance under Plan 2 becomes effective.
Exclusion Period for Plan 2:	12 months while insured under Plan 2
Class 3, 4 and 5:	

Preexisting Condition Period:	The 90 day period just before your insurance becomes
	effective.

Exclusion Period: 12 months

Insurance also includes War and Intentionally Self-Inflicted Injury exclusions. See **Exclusions** for an explanation of all exclusions.

### Limitations:

Mental Disorder Limitation:

Limitation Period: 24 months

Insurance also includes a Care Of A Physician limitation. See **Limitations** for an explanation of all limitations.

### DEDUCTIBLE INCOME

Yes

Social Security Offset:	Primary offset
Salary Continuation Offset:	Sick pay or other salary continuation paid to you by your Employer, but not including vacation pay.

See **Deductible Income** for information on these and other Deductible Income.

## OTHER PROVISIONS

Survivors Benefit Amount:	A lump sum equal to 3 times your LTD Benefit without reduction by Deductible Income.
Estate Payment Allowed:	No
Conversion of Insurance:	No
COLA Benefit:	No
Leave Of Absence Period:	30 days
Continuity of Coverage:	Yes
Reasonable Accommodation Expense Benefit:	The expenses incurred for the reasonable accommodation or \$25,000, whichever is less.
Predisability Earnings based on:	Earnings in effect on your last full day of Active Work.

### **INSURING CLAUSE**

If you become Disabled while insured under the Group Policy, we will pay LTD Benefits according to the terms of the Group Policy after we receive satisfactory Proof Of Loss.

### **DEFINITION OF DISABILITY**

You are Disabled if you meet one of the following definitions during the period it applies:

- A. Own Occupation Definition of Disability;
- B. Any Occupation Definition of Disability; or
- C. Partial Disability Definition.

Own Occupation means any employment, business, trade, profession, calling or vocation that involves Material Duties of the same general character as your regular and ordinary employment with the Employer. Your Own Occupation is not limited to your job with your Employer.

Material Duties means the essential tasks, functions and operations, and the skills, abilities, knowledge, training and experience, generally required by employers from those engaged in a particular occupation.

A. Own Occupation Definition Of Disability

During the Benefit Waiting Period and the Own Occupation Period you are required to be Disabled only from your Own Occupation.

You are Disabled from your Own Occupation if, as a result of Physical Disease, Injury, Pregnancy or Mental Disorder, you are unable to perform with reasonable continuity the Material Duties of your Own Occupation.

Note: You are not Disabled merely because your right to perform your Own Occupation is restricted, including a restriction or loss of license, or because you suffer a loss of Predisability Earnings as a result of disclosure of any Physical Disease, Injury, Pregnancy or Mental Disorder.

B. Any Occupation Definition Of Disability

During the Any Occupation Period you are required to be Disabled from all occupations.

You are Disabled from all occupations if, as a result of Physical Disease, Injury, Pregnancy or Mental Disorder, you are unable to perform with reasonable continuity the Material Duties of any gainful occupation for which you are reasonably fitted by education, training and experience.

- C. Partial Disability Definition
  - 1. During the Benefit Waiting Period and the Own Occupation Period, you are Partially Disabled when you work in your Own Occupation but, as a result of Physical Disease, Injury, Pregnancy or Mental Disorder, you are unable to earn the Own Occupation Income Level or more.
  - 2. During the Any Occupation Period, you are Partially Disabled when you work in an occupation but, as a result of Physical Disease, Injury, Pregnancy or Mental Disorder, you are unable to earn the Any Occupation Income Level, or more, in that occupation and in all other occupations for which you are reasonably fitted under the Any Occupation Definition of Disability.

You may work in another occupation while you meet the Own Occupation Definition of Disability. If you are Disabled from your Own Occupation, there is no limit on your Work Earnings in another occupation. Your Work Earnings may be Deductible Income. See **Return To Work Incentive** and **Deductible Income**.

Your Any Occupation Period, Any Occupation Income Level, Own Occupation Period, and Own Occupation Income Level are shown in the **Coverage Features**.

### **RETURN TO WORK INCENTIVE**

A. During The Benefit Waiting Period

You may serve your Benefit Waiting Period while working, if you meet either the Own Occupation Definition of Disability or the Partial Disability Definition.

B. After The Benefit Waiting Period

You are eligible for the Return To Work Incentive on the first day you work after the Benefit Waiting Period if LTD Benefits are payable on that date. The Return To Work Incentive changes 12 months after that date, as follows:

- 1. During the first 12 months, your Work Earnings will be Deductible Income as determined below:
  - a. Determine the amount of your LTD Benefit as if there were no Deductible Income, and add your Work Earnings to that amount.
  - b. Determine 100% of your Indexed Predisability Earnings.
  - c. If a. is greater than b., the difference will be Deductible Income.
- 2. After those first 12 months, 50% of your Work Earnings will be Deductible Income.

Work Earnings means your gross monthly earnings from work you perform while Disabled, including earnings from your Employer, any other employer, or self-employment. Your earnings will be included in Work Earnings when you have the right to receive them. If you are paid in a lump sum or on a basis other than monthly, we will prorate your Work Earnings over the period of time to which they apply. If no period of time is stated, we will use a reasonable one. Work Earnings will not include any renewal commissions, overwriting renewal commissions, or service fees received on business sold before you become Disabled.

### **REASONABLE ACCOMMODATION EXPENSE BENEFIT**

If you are Disabled and return to work in any occupation for any employer, not including self employment, as a result of a reasonable accommodation made by such employer, we will pay that employer a Reasonable Accommodation Expense Benefit as shown in the **Coverage Features**.

The Reasonable Accommodation Expense Benefit is payable only if the reasonable accommodation is approved by us in writing prior to its implementation.

### **REHABILITATION PLAN PROVISION**

While you are Disabled you may qualify to participate in a Rehabilitation Plan. Rehabilitation Plan means a written plan, program or course of vocational training or education that is intended to prepare you to return to work.

To participate in a Rehabilitation Plan you must apply on our forms or in a letter to us. The terms, conditions and objectives of the plan must be accepted by you and approved by us in advance. We have the sole discretion to approve your Rehabilitation Plan.

An approved Rehabilitation Plan may include our payment of some or all of the expenses you incur in connection with the plan, including:

- a. Training and education expenses.
- b. Family care expenses.
- c. Job-related expenses.
- d. Job search expenses.

### **TEMPORARY RECOVERY**

You may temporarily recover from your Disability and then become Disabled again from the same cause or causes without having to serve a new Benefit Waiting Period. Temporary Recovery means you cease to be Disabled for no longer than the applicable Allowable Period.

- A. Allowable Periods
  - 1. During the Benefit Waiting Period: a total of 30 days of recovery.
  - 2. During the Maximum Benefit Period: 180 days for each period of recovery.
- B. Effect Of Temporary Recovery

If your Temporary Recovery does not exceed the Allowable Periods, 1 through 5 below will apply.

- 1. The Predisability Earnings used to determine your LTD Benefit will not change.
- 2. The period of Temporary Recovery will not count toward your Benefit Waiting Period, your Maximum Benefit Period or your Own Occupation Period.
- 3. No LTD Benefits will be payable for the period of Temporary Recovery.
- 4. No LTD Benefits will be payable after benefits become payable to you under any other group long term disability insurance policy under which you become insured during your period of Temporary Recovery.
- 5. Except as stated above, the provisions of the Group Policy will be applied as if there had been no interruption of your Disability.

### WHEN LTD BENEFITS END

Your LTD Benefits end automatically on the earliest of 1 through 4 below.

- 1. The date you are no longer Disabled.
- 2. The date your Maximum Benefit Period ends.
- 3. The date you die.
- 4. The date benefits become payable under any other group long term disability insurance policy under which you become insured during a period of Temporary Recovery.

### **PREDISABILITY EARNINGS**

Your Predisability Earnings will be based on your earnings in effect on your last full day of Active Work prior to a temporary Furlough unless a different date applies (see the **Coverage Features**). Any subsequent change in your earnings will not affect your Predisability Earnings.

Predisability Earnings means your monthly rate of earnings from your Employer, including:

- 1. Contributions you make through a salary reduction agreement with your Employer to:
  - a. An Internal Revenue Code (IRC) Section 401(k), 403(b), 408(k), or 457 deferred compensation arrangement; or
  - b. An executive nonqualified deferred compensation arrangement.
- 2. Shift differential pay.
- 3. Amounts contributed to your fringe benefits according to a salary reduction agreement under an IRC Section 125 plan.

Predisability Earnings does not include:

- 1. Bonuses.
- 2. Commissions.
- 3. Overtime pay.
- 4. Any renewal commissions, overwriting renewal commissions, or service fees.
- 5. Stock options or stock bonuses.
- 6. Your Employer's contributions on your behalf to any deferred compensation arrangement or pension plan.
- 7. Any other extra compensation.

If you are paid on an annual contract basis, your monthly rate of earnings is one-twelfth (1/12th) of your annual contract salary.

If you are paid hourly, your monthly rate of earnings is based on your hourly pay rate multiplied by the number of hours you are regularly scheduled to work per month, but not more than 183 hours. If you do not have regular work hours, your monthly rate of earnings is based on the average number of hours you worked per month during the preceding 12 calendar months (or during your period of employment if less than 12 months), but not more than 183 hours.

### **DEDUCTIBLE INCOME**

Subject to **Exceptions To Deductible Income**, Deductible Income means:

- 1. Sick pay or other salary continuation as shown in the **Coverage Features**.
- 2. Your Work Earnings, as described in **Return To Work Incentive**.
- 3. Any amount you receive or are eligible to receive because of your disability, including amounts for partial or total disability, whether permanent, temporary, or vocational, under any of the following:
  - a. A workers' compensation law;
  - b. The Jones Act;
  - c. Maritime Doctrine of Maintenance, Wages or Cure;
  - d. Longshoremen's and Harbor Worker's Act; or
  - e. Any similar act or law.
- 4. Any amount you, your Spouse, or your children under age 18 receive or are eligible to receive because of your disability or retirement under:
  - a. The Federal Social Security Act;
  - b. The Canada Pension Plan;
  - c. The Quebec Pension Plan;
  - d. The Railroad Retirement Act; or
  - e. Any similar plan, act, or law.

Benefits your Spouse or children receive or are eligible to receive because of your disability are Deductible Income regardless of marital status, custody, or place of residence.

The **Coverage Features** states which one of the following options applies to your Social Security benefits:

a. Full offset: Both the primary benefit (the benefit awarded to you) and dependents benefits are Deductible Income.

- b. Primary offset: Primary benefits are Deductible Income, but dependents benefits are not.
- c. Partial dependents offset: Primary benefits are Deductible Income. Dependents benefits are Deductible Income as determined below:
  - (1) Determine the amount of your LTD Benefit as if there were no Deductible Income, and add your dependents benefits to that amount.
  - (2) Multiply your Predisability Earnings by the dependents limit.
  - (3) If (1) is greater than (2), the difference will be Deductible Income.
- 5. Any amount you receive or are eligible to receive because of your disability under any state disability income benefit law or similar law.
- 6. Any earnings or compensation included in Predisability Earnings which you receive or are eligible to receive while LTD Benefits are payable.
- 7. Any amount you receive or are eligible to receive because of your disability under any other group insurance coverage.
- 8. Any disability or retirement benefits you receive or are eligible to receive under your Employer's retirement plan, including a public employee retirement system, a state teacher retirement system, and a plan arranged and maintained by a union or employee association for the benefit of its members.

If any of these plans has two or more payment options, the option which comes closest to providing you a monthly income for life with no survivors benefit will be Deductible Income, even if you choose a different option.

You are not required to apply for disability or early retirement benefits under your Employer's retirement plan if the receipt of such benefit would reduce the benefit you would be eligible to receive at normal retirement age. However, disability or early retirement benefits you do receive will be Deductible Income.

9. Any amount you receive by compromise, settlement, or other method as a result of a claim for any of the above, whether disputed or undisputed.

### **EXCEPTIONS TO DEDUCTIBLE INCOME**

Deductible Income does not include:

- 1. Any cost of living increase in any Deductible Income other than Work Earnings, if the increase becomes effective while you are Disabled and while you are eligible for the Deductible Income.
- 2. Reimbursement for hospital, medical, or surgical expense.
- 3. Reasonable attorneys fees incurred in connection with a claim for Deductible Income.
- 4. Benefits from any individual disability insurance policy.
- 5. California Workers' Compensation benefits for permanent total or permanent partial disability.
- 6. Early retirement benefits under the Federal Social Security Act which are not actually received.
- 7. Group credit or mortgage disability insurance benefits.
- 8. Accelerated death benefits paid under a life insurance policy.
- 9. Benefits from a through h below.
  - a. Profit sharing plan.
  - b. Thrift or savings plan.

- c. Deferred compensation plan.
- d. Plan under IRC Section 401(k), 408(k), or 457.
- e. Individual Retirement Account (IRA).
- f. Tax Sheltered Annuity (TSA) under IRC Section 403(b).
- g. Stock ownership plan.
- h. Keogh (HR-10) plan.

### **RULES FOR DEDUCTIBLE INCOME**

A. Monthly Equivalents

Each month we will determine your LTD Benefit using the Deductible Income for the same monthly period, even if you actually receive the Deductible Income in another month.

If you are paid Deductible Income in a lump sum or by a method other than monthly, we will determine your LTD Benefit using a prorated amount. We will use the period of time to which the Deductible Income applies. If no period of time is stated, we will use a reasonable one.

B. Your Duty To Pursue Deductible Income

You must pursue Deductible Income for which you may be eligible. We may ask for written documentation of your pursuit of Deductible Income. You must provide it within 60 days after we mail you our request. Otherwise, we may reduce your LTD Benefits by the amount we estimate you would be eligible to receive upon proper pursuit of the Deductible Income.

C. Pending Deductible Income

We will not deduct pending Deductible Income until it becomes payable. You must notify us of the amount of the Deductible Income when it is approved. You must repay us for the resulting overpayment of your claim.

D. Overpayment Of Claim

We will notify you of the amount of any overpayment of your claim under any group disability insurance policy issued by us. You must immediately repay us. You will not receive any LTD Benefits until we have been repaid in full. In the meantime, any LTD Benefits paid, including the Minimum LTD Benefit, will be applied to reduce the amount of the overpayment. We may charge you interest at the legal rate for any overpayment which is not repaid within 30 days after we first mail you notice of the amount of the overpayment.

### SURVIVORS BENEFIT

If you die while LTD Benefits are payable, we will pay a Survivors Benefit according to 1 through 4 below.

- 1. The amount of the Survivors Benefit is shown in the **Coverage Features**.
- 2. The Survivors Benefit will first be applied to reduce any overpayment of your claim.
- 3. The Survivors Benefit will be paid at our option to any one or more of the following:
  - a. Your surviving Spouse;
  - b. Your surviving unmarried children, including adopted children, under age 25;
  - b. Your Spouse's surviving unmarried children, including adopted children, under age 25; or
  - c. Any person providing the care and support of any of them.

4. If you are not survived by a spouse or any unmarried child under age 25, no Survivors Benefit will be paid unless payment to your estate is allowed as stated in the **Coverage Features**.

### WAIVER OF PREMIUM

Your insurance will continue without payment of premiums while LTD Benefits are payable.

### **BENEFITS AFTER INSURANCE ENDS OR IS CHANGED**

During each period of continuous Disability, we will pay LTD Benefits according to the terms of the Group Policy in effect on the date you become Disabled. Your right to receive LTD Benefits will not be affected by:

- 1. Termination of the Group Policy after you become Disabled; or
- 2. Any amendment to the Group Policy that is effective after you become Disabled.

### EFFECT OF NEW DISABILITY

If a period of Disability is extended by a new cause while LTD Benefits are payable, LTD Benefits will continue while you remain Disabled. However, 1 and 2 apply.

- 1. LTD Benefits will not continue beyond the end of the original Maximum Benefit Period.
- 2. All provisions of the Group Policy, including the **Exclusions** and **Limitations** sections, will apply to the new cause of Disability.

### **EXCLUSIONS**

A. War

You are not covered for a Disability caused or contributed to by War or any act of War. War means declared or undeclared war, whether civil or international, and any substantial armed conflict between organized forces of a military nature.

B. Intentionally Self-Inflicted Injury

You are not covered for a Disability caused or contributed to by an intentionally self-inflicted Injury, while sane or insane.

- C. Preexisting Condition
  - 1. Definition

Preexisting Condition means a mental or physical condition for which you have done any of the following at any time during the Preexisting Condition Period shown in the **Coverage Features**.

- a. Consulted a Physician;
- b. Received medical treatment or services; or
- c. Taken prescribed drugs or medications.
- 2. Exclusion

You are not covered for a Disability caused or contributed to by a Preexisting Condition or medical or surgical treatment of a Preexisting Condition unless, on the date you become Disabled, you:

a. Have been continuously insured under the Group Policy for the entire Exclusion Period shown in the **Coverage Features**; and

b. Have been Actively At Work for at least one full day after the end of the Exclusion Period.

### LIMITATIONS

A. Care Of A Physician

You must be under the ongoing care of a Physician in the appropriate specialty as determined by us, during the Benefit Waiting Period. No LTD Benefits will be paid for any period of Disability when you are not under the ongoing care of a Physician in the appropriate specialty as determined by us.

B. Mental Disorder

Payment of LTD Benefits is limited to the Mental Disorder Limitation Period shown in the **Coverage Features** for each period of continuous Disability caused or contributed to by a Mental Disorder. However, if you are confined in a Hospital at the end of the Mental Disorder Limitation Period, this limitation will not apply while you are continuously confined.

Mental Disorder means any mental, emotional, behavioral, psychological, personality, cognitive, mood or stress-related abnormality, disorder, disturbance, dysfunction or syndrome, regardless of cause, including any biological or biochemical disorder or imbalance of the brain. Mental Disorder includes, but is not limited to, bipolar affective disorder, organic brain syndrome, schizophrenia, psychotic illness, manic depressive illness, depression and depressive disorders, or anxiety and anxiety disorders.

Hospital means a legally operated hospital providing full-time medical care and treatment under the direction of a full-time staff of licensed Physicians. Rest homes, nursing homes, convalescent homes, homes for the aged, and facilities primarily affording custodial, educational, or rehabilitative care are not Hospitals.

C. Rehabilitation Program

No LTD Benefits will be paid for any period of Disability when you are not participating in good faith in a plan, program or course of medical treatment or vocational training or education approved by us unless your Disability prevents you from participating.

### CLAIMS

A. Filing A Claim

Claims should be filed on our forms. If we do not provide our forms within 15 days after they are requested, you may submit your claim in a letter to us. The letter should include the date disability began, and the cause and nature of the disability.

B. Time Limits On Filing Proof Of Loss

You must give us Proof Of Loss within 90 days after the end of the Benefit Waiting Period. If you cannot do so, you must give it to us as soon as reasonably possible, but not later than one year after that 90-day period. If Proof Of Loss is filed outside these time limits, your claim will be denied. These limits will not apply while you lack legal capacity.

C. Proof Of Loss

Proof Of Loss means written proof that you are Disabled and entitled to LTD Benefits. Proof Of Loss must be provided at your expense.

D. Documentation

Completed claims statements, a signed authorization for us to obtain information, and any other items we may reasonably require in support of a claim must be submitted at your expense. If the

required documentation is not provided within 45 days after we mail our request, your claim may be denied.

E. Investigation Of Claim

We may investigate your claim at any time.

At our expense, we may have you examined at reasonable intervals by specialists of our choice. We may deny or suspend LTD Benefits if you fail to attend an examination or cooperate with the examiner.

F. Time Of Payment

We will pay LTD Benefits within 60 days after you satisfy Proof Of Loss.

LTD Benefits will be paid to you at the end of each month you qualify for them. LTD Benefits remaining unpaid at your death will be paid to the person(s) receiving the Survivors Benefit. If no Survivors Benefit is paid, the unpaid LTD Benefits will be paid to your estate.

G. Notice Of Decision On Claim

We will evaluate your claim promptly after you file it. Within 45 days after we receive your claim we will send you: (a) a written decision on your claim; or (b) a notice that we are extending the period to decide your claim for 30 days. Before the end of this extension period we will send you: (a) a written decision on your claim; or (b) a notice that we are extending the period to decide your claim for an additional 30 days. If an extension is due to your failure to provide information necessary to decide the claim, the extended time period for deciding your claim will not begin until you provide the information or otherwise respond.

If we extend the period to decide your claim, we will notify you of the following: (a) the reasons for the extension; (b) when we expect to decide your claim; (c) an explanation of the standards on which entitlement to benefits is based; (d) the unresolved issues preventing a decision; and (e) any additional information we need to resolve those issues.

If we request additional information, you will have 45 days to provide the information. If you do not provide the requested information within 45 days, we may decide your claim based on the information we have received.

If we deny any part of your claim, you will receive a written notice of denial containing:

- a. The reasons for our decision.
- b. Reference to the parts of the Group Policy on which our decision is based.
- c. A description of any additional information needed to support your claim.
- d. Information concerning your right to a review of our decision.
- H. Review Procedure

If all or part of a claim is denied, you may request a review. You must request a review in writing within 180 days after receiving notice of the denial.

You may send us written comments or other items to support your claim. You may review and receive copies of any non-privileged information that is relevant to your request for review. There will be no charge for such copies. You may request the names of medical or vocational experts who provided advice to us about your claim.

The person conducting the review will be someone other than the person who denied the claim and will not be subordinate to that person. The person conducting the review will not give deference to the initial denial decision. If the denial was based on a medical judgement, the person conducting the review will consult with a qualified health care professional. This health care professional will be someone other than the person who made the original medical judgement and will not be

subordinate to that person. Our review will include any written comments or other items you submit to support your claim.

We will review your claim promptly after we receive your request. Within 45 days after we receive your request for review we will send you: (a) a written decision on review; or (b) a notice that we are extending the review period for 45 days. If the extension is due to your failure to provide information necessary to decide the claim on review, the extended time period for review of your claim will not begin until you provide the information or otherwise respond.

If we extend the review period, we will notify you of the following: (a) the reasons for the extension; (b) when we expect to decide your claim on review; and (c) any additional information we need to decide your claim.

If we request additional information, you will have 45 days to provide the information. If you do not provide the requested information within 45 days, we may conclude our review of your claim based on the information we have received.

If we deny any part of your claim on review, you will receive a written notice of denial containing:

- a. The reasons for our decision.
- b. Reference to the parts of the Group Policy on which our decision is based.
- c. Information concerning your right to receive, free of charge, copies of non-privileged documents and records relevant to your claim.
- I. Assignment

The rights and benefits under the Group Policy are not assignable.

### **ALLOCATION OF AUTHORITY**

Except for those functions which the Group Policy specifically reserves to the Policyholder or Employer, we have full and exclusive authority to control and manage the Group Policy, to administer claims, and to interpret the Group Policy and resolve all questions arising in the administration, interpretation, and application of the Group Policy.

Our authority includes, but is not limited to:

- 1. The right to resolve all matters when a review has been requested;
- 2. The right to establish and enforce rules and procedures for the administration of the Group Policy and any claim under it;
- 3. The right to determine:
  - a. Eligibility for insurance;
  - b. Entitlement to benefits;
  - c. The amount of benefits payable; and
  - d. The sufficiency and the amount of information we may reasonably require to determine a., b., or c., above.

Subject to the review procedures of the Group Policy, any decision we make in the exercise of our authority is conclusive and binding.

### TIME LIMITS ON LEGAL ACTIONS

No action at law or in equity may be brought until 60 days after you have given us Proof Of Loss. No such action may be brought more than three years after the earlier of:

- 1. The date we receive Proof Of Loss; and
- 2. The end of the period within which Proof Of Loss is required to be given.

### **INCONTESTABILITY PROVISIONS**

A. Incontestability Of Member's Insurance

Any statement you make to obtain or to increase insurance is a representation and not a warranty.

No misrepresentation by you will be used to reduce or deny your claim or contest the validity of your insurance unless:

- 1. Your insurance would not have been approved if we had known the truth; and
- 2. We have given you a copy of a written instrument signed by you which contains your misrepresentation.

After your insurance has been in effect for two years, we will not use a misrepresentation by you to reduce or deny your claim, unless it was a fraudulent misrepresentation.

B. Incontestability Of Group Policy

Any statement made by the Policyholder or Employer to obtain the Group Policy is a representation and not a warranty.

No misrepresentation by the Policyholder or Employer will be used to deny a claim or to deny the validity of the Group Policy unless:

- 1. The Group Policy would not have been issued if we had known the truth; and
- 2. We have given the Policyholder or Employer a copy of a written instrument signed by the Policyholder or Employer which contains the misrepresentation.

The validity of the Group Policy will not be contested after it has been in force for two years, except for nonpayment of premiums or fraudulent misrepresentations.

### **CONTINUITY OF COVERAGE**

If your Disability is subject to the Preexisting Condition Exclusion, LTD Benefits will be payable if:

- 1. You were insured under the Prior Plan on the day before the effective date of your Employer's coverage under the Group Policy;
- 2. You became insured under the Group Policy when your insurance under the Prior Plan ceased;
- 3. You were continuously insured under the Group Policy from the effective date of your insurance under the Group Policy through the date you became Disabled from the Preexisting Condition; and
- 4. Benefits would have been payable under the Prior Plan if it had remained in force, taking into account the preexisting condition exclusion, if any, of the Prior Plan.

Payment of your LTD Benefit will be under the terms of the Prior Plan or the Group Policy, whichever pays less.

### WHEN YOUR INSURANCE BECOMES EFFECTIVE

The **Coverage Features** states whether your insurance is Contributory or Noncontributory.

A. Noncontributory Insurance

Subject to the **Active Work Provisions**, your Noncontributory insurance becomes effective on the date you become eligible.

B. Contributory Insurance

You must apply in writing for Contributory insurance and agree to pay premiums. Subject to the **Active Work Provisions**, your insurance becomes effective on:

- 1. The date you become eligible, if you apply on or before that date;
- 2. The date you apply, if you apply within 31 days after you become eligible; or
- 3. The date we approve your Evidence Of Insurability, if you apply more than 31 days after you become eligible (late application).
- C. Insurance Subject To Evidence Of Insurability

Subject to the **Active Work Provisions**, insurance subject to Evidence Of Insurability becomes effective on the date we approve Evidence Of Insurability.

Evidence Of Insurability will not be required to become insured for Contributory insurance on May 1, 2013 if you apply during the open enrollment period beginning May 8, 2013 and ending May 21, 2013. However, Evidence Of Insurability will not be waived if you are not insured for Contributory coverage because you previously submitted evidence of good health that was not approved by us or by the insurer(s) of the Prior Plan or any preceding plans.

- D. Takeover Provisions
  - 1. If you were insured under the Prior Plan on the day before the effective date of your Employer's coverage under the Group Policy, your Eligibility Waiting Period is waived on the effective date of your Employer's coverage under the Group Policy.
  - 2. You must submit satisfactory Evidence Of Insurability to become insured for insurance if you were eligible for insurance under the Prior Plan for more than 31 days but were not insured.

### **ACTIVE WORK PROVISIONS**

A. Active Work Requirement

If you are incapable of Active Work because of Physical Disease, Injury, Pregnancy or Mental Disorder on the day before the scheduled effective date of your insurance, your insurance will not become effective until the day after you complete one full day of Active Work as an eligible Member.

Active Work and Actively At Work mean performing the Material Duties of your Own Occupation at your Employer's usual place of business.

You will also meet the Active Work requirement if:

- 1. You were absent from Active Work because of a regularly scheduled day off, holiday, or vacation day;
- 2. You were Actively At Work on your last scheduled work day before the date of your absence; and
- 3. You were capable of Active Work on the day before the scheduled effective date of your insurance.
- B. Changes In Insurance

This Active Work requirement also applies to any increase in your insurance. However, if you return to Active Work during a period of Disability or Temporary Recovery (see **Temporary Recovery**), you will not qualify for any change in insurance caused by a change in:

- 1. Your status as a member of a class;
- 2. The rate of earnings used to determine your Predisability Earnings; or
- 3. The terms of the Group Policy.

### WHEN YOUR INSURANCE ENDS

Your insurance ends automatically on the earliest of:

- 1. The date the last period ends for which you made a premium contribution, if your insurance is Contributory.
- 2. The date the Group Policy terminates.
- 3. The date your employment terminates.
- 4. The date you cease to be a Member. However, if you cease to be a Member because you are not working the required minimum number of hours, your insurance will be continued during the following periods, unless it ends under 1 through 3 above.
  - a. While your Employer is paying you at least the same Predisability Earnings paid to you immediately before you ceased to be a Member.
  - b. During the Benefit Waiting Period and while LTD Benefits are payable.
  - c. During a leave of absence if continuation of your insurance under the Group Policy is required by a state-mandated family or medical leave act or law.
  - d. During any other leave of absence approved by your Employer in advance and in writing and scheduled to last the Leave Of Absence Period shown in the **Coverage Features**.

### **REINSTATEMENT OF INSURANCE**

If your insurance ends, you may become insured again as a new Member. However, the following will apply.

- 1. If your insurance ends because you cease to be a Member, and if you become a Member again within 90 days, the Eligibility Waiting Period will be waived.
- 2. If your insurance ends because you fail to make a required premium contribution, you must provide Evidence Of Insurability to become insured again.
- 3. If your insurance ends because you are on a federal or state mandated family or medical leave of absence, and you become a Member again immediately following the period allowed, your insurance will be reinstated pursuant to the federal or state mandated family or medical leave act or law.
- 4. The Preexisting Conditions Exclusion will be applied as if there had been no break in coverage in the following instances:
  - a. If you become insured again within 90 days.
  - b. If required by federal or state mandated family or medical leave act or law and you become insured again immediately following the period allowed under the family or medical leave act or law.

### **CLERICAL ERROR AND MISSTATEMENT**

A. Clerical Error

Clerical error by the Policyholder, your Employer, or their respective employees or representatives will not:

- 1. Cause a person to become insured;
- 2. Invalidate insurance under the Group Policy otherwise validly in force; or
- 3. Continue insurance under the Group Policy otherwise validly terminated.
- B. Misstatement Of Age

If a person's age has been misstated, we will make an equitable adjustment of premiums, benefits, or both. The adjustment will be based on:

- 1. The amount of insurance based on the correct age; and
- 2. The difference between the premiums paid and the premiums which would have been paid if the age had been correctly stated.

### **TERMINATION OR AMENDMENT OF THE GROUP POLICY**

The Group Policy may be terminated by us or the Policyholder according to its terms. It will terminate automatically for nonpayment of premium. The Policyholder may terminate the Group Policy in whole, and may terminate insurance for any class or group of Members, at any time by giving us written notice.

Benefits under the Group Policy are limited to its terms, including any valid amendment. No change or amendment will be valid unless it is approved in writing by one of our executive officers and given to the Policyholder for attachment to the Group Policy. The Policyholder, your Employer and their respective employees or representatives have no right or authority to change or amend the Group Policy or to waive any of its terms or provisions without our signed written approval.

We may change the Group Policy in whole or in part when any change in law or governmental regulation affects our obligations under the Group Policy, or with the Policyholder's consent.

Any such change or amendment of the Group Policy may apply to current or future Members or to any separate classes or groups of Members.

### DEFINITIONS

Benefit Waiting Period means the period you must be continuously Disabled before LTD Benefits become payable. No LTD Benefits are payable for the Benefit Waiting Period. See **Coverage Features**.

Contributory means you pay all or part of the premium for your insurance.

CPI-W means the Consumer Price Index for Urban Wage Earners and Clerical Workers published by the United States Department of Labor. If the CPI-W is discontinued or changed, we may use a comparable index. Where required, we will obtain prior state approval of the new index.

Eligibility Waiting Period means the period you must be a Member before you become eligible for insurance. See **Coverage Features**.

Providing Evidence Of Insurability means you must:

- 1. Complete and sign our medical history statement;
- 2. Sign our form authorizing us to obtain information about your health;
- 3. Undergo a physical examination, if required by us, which may include blood testing; and

4. At your expense, provide any additional information about your insurability that we may reasonably require.

Group Policy means the group long term disability insurance policy issued by us to the Policyholder and identified by the Group Policy Number.

Indexed Predisability Earnings means your Predisability Earnings adjusted by the rate of increase in the CPI-W. During your first year of Disability, your Indexed Predisability Earnings are the same as your Predisability Earnings. Thereafter, your Indexed Predisability Earnings are determined on each anniversary of your Disability by increasing the previous year's Indexed Predisability Earnings by the rate of increase in the CPI-W for the prior calendar year. The maximum adjustment in any year is 10%. Your Indexed Predisability Earnings will not decrease, even if the CPI-W decreases.

Injury means an injury to your body.

L.L.C. Owner-Employee means an individual who owns an equity interest in an Employer and is actively employed in the conduct of the Employer's business.

LTD Benefit means the monthly benefit payable to you under the terms of the Group Policy.

Maximum Benefit Period means the longest period for which LTD Benefits are payable for any one period of continuous Disability, whether from one or more causes. It begins at the end of the Benefit Waiting Period. No LTD Benefits are payable after the end of the Maximum Benefit Period, even if you are still Disabled. See **Coverage Features**.

Noncontributory means the Policyholder or Employer pays the entire premium for your insurance.

P.C. Partner means the sole active employee and majority shareholder of a professional corporation in partnership with the Policyholder.

Physical Disease means a physical disease entity or process that produces structural or functional changes in your body as diagnosed by a Physician.

Physician means a licensed medical professional, other than yourself, acting within the scope of the license.

Pregnancy means your pregnancy, childbirth, or related medical conditions, including complications of pregnancy.

Prior Plan means your Employer's group long term disability insurance plan in effect on the day before the effective date of your Employer's coverage under the Group Policy and which is replaced by the Group Policy.

Spouse means:

- 1. A person to whom you are legally married; or
- 2. Your Domestic Partner. Domestic Partner means an individual with whom you have completed an affidavit of declaration of domestic partnership, submitted that affidavit to the Employer; or an individual recognized as your domestic partner under applicable law.

Spouse does not include a person who is a full-time member of the armed forces of any country or a person from whom you are divorced or from whom you have terminated a Domestic Partner relationship.

LTDC97X

Astachment G

Standard Insurance Company Clark County Group Policy #606122



# Group Additional Life and AD&D Insurance

Help protect your loved ones from financial hardship.

Life insurance coverage is designed to help provide financial support and stability to your family should you pass away. Accidental Death & Dismemberment (AD&D) insurance provides an extra layer of protection if you die or become dismembered in an accident. You can also cover your eligible spouse and child(ren).

### This plan offers:

- Competitive group rates
- The convenience of payroll deduction
- Benefits if you are dismembered, become terminally ill or die

## O About This Coverage

If you take no action you'll be covered under Basic Life insurance provided you meet the eligibility requirements. Consider whether that would be enough to help your family meet daily expenses, maintain their standard of living, pay off debt and fund your children's education. If not, you may want to apply for additional coverage now.

	Life Insurance	
How Much Can I Apply For?	For You:	\$10,000 - \$500,000 in increments of
The coverage amount for your spouse cannot exceed 100 percent of your combined Basic and Additional Life coverage. The coverage amount for your child(ren) cannot exceed 50 percent of your combined Basic and Additional Life coverage.		\$10,000
	For Your Spouse:	<b>\$10,000 – \$500,000</b> in increments of <b>\$10,000</b>
	For Your Child(ren):	<b>\$5,000, \$7,500</b> or <b>\$10,000</b>
What is the Guarantee Issue Maximum?	For You:	Up to <b>\$100,000</b>
Depending on your eligibility, this is the maximum amount of coverage you may apply for during initial enrollment without answering health questions.	For Your Spouse:	Up to <b>\$20,000</b>

The benefit is paid if you or your spouse	AD&D Insurance are seriously injured or pass ar	way as a result of a covered accident.
What Does My AD&D Benefit Provide? Note: You can't buy more coverage for your spouse than you buy for yourself.	For You:	If you elect AD&D insurance coverage the benefit amount is the same as the Additional Life insurance benefit.
	For Your Spouse:	If you elect AD&D insurance coverage the benefit amount is the same as the Dependents Life insurance benefit.

See the Important Details section for more information, including requirements, exclusions, limitations, age reductions and definitions.

## ■ Additional Feature

Life Insurance

**Accelerated Benefit** 

If you become terminally ill, you may be eligible to receive up to 75 percent of your combined Basic and Additional Life benefit to a maximum of \$500,000.

## How Much Life Insurance Do You Need?

After a serious accident or death in the family, there are many unexpected expenses. Your benefits could help your family pay for:

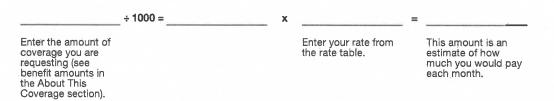
- Outstanding debt
- Burial expenses
- Medical bills
- Your children's education
- · Daily expenses

To estimate your insurance needs, you'll need to consider your unique circumstances. Use our online calculator at **www.standard.com/life/needs**.

## Show Much Your Coverage Costs

Your Basic Life insurance is paid for by Clark County. If you choose to purchase Additional Life coverage, you'll have access to competitive group rates, which may be more affordable than those available through individual insurance. You'll also have the convenience of having your premium deducted directly from your paycheck. How much your premium costs depends on a number of factors, such as your age and the benefit amount.

### Use this formula to calculate your premium payment:



If you buy coverage for your spouse, your monthly rate is shown in the table below. Use the same formula to calculate the premium that you used for yourself, but use your spouse's age and your spouse's rate.

If you buy Dependents Life coverage for your child(ren), your monthly rate is \$0.50 for \$5,000, \$0.76 for \$7,500 or \$1.00 for \$10,000, no matter how many children you're covering.

Age (as of last January 1)	Your Rate* (Per \$1,000 of Total Coverage)	Your Spouse's Rate** (Per \$1,000 of Total Coverage)
<30	\$0.06	\$0.06
30–34	\$0.08	\$0.08
35–39	\$0.12	\$0.12
40-44	\$0.14	\$0.14
45-49	\$0.24	\$0.24
50-54	\$0.44	\$0.44
55–59	\$0.72	\$0.72
60-64	\$0.78	\$0.78
65–69	\$1.44	\$1.44
70–74	\$2.40	\$2.40
75+	\$7.80	\$7.80

\*If you elect AD&D insurance with your Additional Life insurance, your monthly AD&D rate is \$0.02 per \$1,000 of AD&D benefit added to the above rates.

\*\*If you elect AD&D insurance with your Dependents Life insurance for your spouse, your spouse's monthly AD&D rate is \$0.02 per \$1,000 of AD&D benefit added to the above rates.

### Important Details

Here's where you'll find the details about the plan.

### Life and AD&D Insurance Eligibility Requirements

To be eligible for coverage, you must be:

- Insured for Basic Life insurance through The Standard
- An active employee of Clark County, including Job Share employees
- · Regularly working at least 20 hours per week

Temporary and seasonal employees, full-time members of the armed forces, leased employees and independent contractors are not eligible.

If you buy Additional Life insurance for yourself, you may also buy Life coverage for your eligible children and/or spouse. This is called Dependents Life insurance.

If you buy Additional Life insurance for yourself, you may also buy AD&D insurance.

If you buy AD&D insurance for yourself, you can also buy AD&D insurance for your spouse.

You can choose to cover your spouse, meaning a person to whom you are legally married, or your domestic partner as recognized by law.

You may also choose to cover your child. Child means your child from live birth through age 25. Please note:

- Your child cannot be insured by more than one employee.
- Your spouse and/or child(ren) must not be full-time member(s) of the armed forces.
- You cannot be insured as both an individual and a dependent.

### Medical Underwriting Approval for Life Coverage

Required for:

- Coverage amounts higher than the guarantee issue maximum amount
- All late applications (applying 31 days after becoming eligible)
- Requests for coverage increases
- · Reinstatements, if required
- Eligible but not insured under the prior life insurance plan

Visit https://myeoi.standard.com/606122 to complete and submit a medical history statement online.

### **Coverage Effective Date for Life Coverage**

To become insured, you must:

- Meet the eligibility requirements listed in the previous sections,
- · Serve an eligibility waiting period\*,
- · Receive medical underwriting approval (if applicable),
- Apply for coverage and agree to pay premium, and
- Be actively at work (able to perform all normal duties of your job) on the day before the insurance is scheduled to be effective.

If you are not actively at work on the day before the scheduled effective date of insurance, your insurance, including any Dependents Life insurance, will not become effective until the day after you complete one full day of active work as an eligible employee.

You may have a different effective date for Life coverage below and above the guarantee issue amount.

Contact your human resources representative or plan administrator for further information about the applicable coverage effective date for your insurance, including any Dependents Life insurance.

\*Defined as first of the month that follows the date you become a member

### Life and AD&D Age Reductions

Under this plan, your coverage amount reduces to 65 percent at age 70 and to 50 percent at age 75. Your spouse's coverage amount reduces by your age as follows: to 65 percent at age 70 and to 50 percent at age 75. If you are age 70 or over, ask your human resources representative or plan administrator for the amount of coverage available.

### Life Insurance Waiver of Premium

Your Life premiums may be waived if you:

- Become totally disabled while insured under this plan,
- Are under age 60, and
- · Complete a waiting period of 180 days.

If these conditions are met, your Life insurance coverage may continue without cost until age 70, provided you give us satisfactory proof that you remain totally disabled. Please contact your benefits administer for more details.

### Life Insurance Conversion

If your insurance reduces or ends, you may be eligible to convert your existing Life insurance to an individual life insurance policy without submitting proof of good health.

### **AD&D Benefits**

If you elect AD&D insurance, the amount of the AD&D benefit is equal to the amount payable for your or your spouse's Life benefit on the date of the accident. For all other covered losses, the amount is shown as a percentage of the amount payable for the benefit on the date of the accident. No more than 100 percent of the AD&D benefit will be paid for all losses resulting from one accident.

Any loss must be caused solely and directly by an accident within 365 days of the accident.

All other losses must be certified by a physician in the appropriate specialty determined by The Standard.

Covered loss:	Percentage of AD&D benefit payable:	
Life1	100%	
One hand or one foot <sup>2</sup>	50%	
Sight in one eye, speech or hearing in both ears 50%		
Two or more of the losses listed a	bove 100%	
Thumb and index finger of the sar	me hand³ 25%	
Quadriplegia	100%	
Paraplegia	50%	
Hemiplegia	50%	

 Includes loss of life caused by accidental exposure to adverse weather conditions or disappearance if disappearance is caused by an accident that reasonably could have resulted in your death.

2 Even if the severed part is surgically re-attached. This benefit is not payable if an AD&D benefit is payable for quadriplegia, hemiplegia, paraplegia, involving the same hand or foot.

3 This benefit is not payable if an AD&D benefit is payable for the loss of the entire hand.

### **AD&D** Insurance Exclusions

You are not covered for death or dismemberment caused or contributed to by any of the following:

- Committing or attempting to commit an assault or felony, or actively participating in a violent disorder or riot
- Suicide or other intentionally self-inflicted injury, while sane or insane
- War or any act of war (declared or undeclared), and any substantial armed conflict between organized forces of a military nature
- Voluntary consumption of any poison, chemical compound, alcohol or drug, unless used or consumed

according to the directions of a physician

- Sickness or pregnancy existing at the time of the accident
- Heart attack or stroke
- · Medical or surgical treatment for any of the above

### When Your Insurance Ends

Your insurance ends automatically when any of the following occur:

- The date the last period ends for which a premium was paid
- · The date your employment terminates
- The date you cease to meet the eligibility requirements (insurance may continue for limited periods under certain circumstances)
- The date the group policy, or your employer's coverage under the group policy, terminates
- For each elective insurance coverage, the date that coverage terminates under the group policy
- The date your Life coverage ends, your AD&D coverage will end as well

In addition to the above requirements, your Dependents Life and AD&D coverage ends automatically on the date your dependent ceases to meet the eligibility requirements for a dependent.

For more details on when your insurance ends, contact your human resources representative or plan administrator.

### **Group Insurance Certificate**

If coverage becomes effective and you become insured, you may receive a group insurance certificate containing a detailed description of the insurance coverage, including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the group policy. The information present in this summary does not modify the group policy, certificate or the insurance coverage in any way.

Standard Insurance Company

### **About Standard Insurance Company**

For more than 100 years, we have been dedicated to our core purpose: to help people achieve financial well-being and peace of mind. Headquartered in Portland, Oregon, The Standard is a nationally recognized provider of group employee benefits. To learn more about products from The Standard, visit us at **www.standard.com**.

The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products are offered by Standard Insurance Company of Portland, Oregon, in all states except New York. Product features and availability vary by state and are solely the responsibility of Standard Insurance Company.

GP190-LIFE/S399, GP399-LIFE/TRUST, GP899-LIFE, GP190-LIFE/A997/S399, GP411-LIFE

Standard Insurance Company 1100 SW Sixth Avenue Portland OR 97204 www.standard.com

SI 12506-D-ALAA-WA-606122 (10/22) 7184372-921857 Standard Insurance Company Clark County Group Policy #606122 Effective Date January 1, 2003



# Group Basic Life and Accidental Death and Dismemberment Insurance

Group Basic Life insurance from Standard Insurance Company helps provide financial protection by promising to pay a benefit in the event of an eligible member's covered death. Basic Accidental Death and Dismemberment (AD&D) insurance may provide an additional amount in the event of a covered death or dismemberment as a result of an accident.

The cost of this insurance is paid by Clark County.

## Eligibility

Definition of a Member	You are a member if you are an active employee of Clark County and regularly working at least 20 hours each week. You are not a member if you are a temporary or seasonal employee, a full-time member of the armed forces, a leased employee or an independent contractor.
Class Definition	Class 1 - Elected Officials, Management 1&2, Court Appointed, RTC- Management, CRESA-Management, SW Clean Air Agency-Management, Information Technology Guild, SW WA Regional Health, Lower Columbia Fish Recovery Board Management
Eligibility Waiting Period	You are eligible on the first of the month that follows the date you become a member.

## Benefits

Basic Life Coverage Amount	1 times your annual earnings to a maximum of \$150,000.
Basic AD&D Coverage Amount	For a covered accidental loss of life, your Basic AD&D coverage amount is equal to your Basic Life coverage amount. For other covered losses, a percentage of this benefit will be payable.

## Other Basic Life Features and Services

- Accelerated Benefit
- Life Services Toolkit
- Portability of Insurance Provision
- Repatriation Benefit

- Right to Convert Provision
- Standard Secure Access account payment option
- Travel Assistance
- · Waiver of Premium

Group Basic Life and Accidental Death and Dismemberment Insurance

## Other Basic AD&D Features

- Expanded AD&D Package
- Family Benefits Package
- Seat Belt Benefit

This information is only a brief description of the group Basic Life/AD&D insurance policy sponsored by Clark County. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, exclusions and when The Standard and Clark County may increase the cost of coverage, amend or cancel the policy. A group certificate of insurance that describes the terms and conditions of the group policy is available for those who become insured according to its terms. For more complete details of coverage, contact your human resources representative.

Standard Insurance Company 1100 SW Sixth Avenue Portland OR 97204

#### www.standard.com

SI 13279-D-WA-606122-C1 (12/17) 5455903-143807

Standard Insurance Company Clark County Group Policy #606122 Effective Date January 1, 2003



## Group Basic Life and Accidental Death and Dismemberment Insurance

Group Basic Life insurance from Standard Insurance Company helps provide financial protection by promising to pay a benefit in the event of an eligible member's covered death. Basic Accidental Death and Dismemberment (AD&D) insurance may provide an additional amount in the event of a covered death or dismemberment as a result of an accident.

The cost of this insurance is paid by Clark County.

## Eligibility

Definition of a Member	You are a member if you are an active employee of Clark County and regularly working at least 20 hours each week. You are not a member if you are a temporary or seasonal employee, a full-time member of the armed forces, a leased employee or an independent contractor.
Class Definition	Class 2 - Non-represented (M3), CRESA Non-represented, RTC Non- represented, Partners in Careers, Sheriff's Administrators Association, SW Clean Air Agency Non-represented, Law Library, Lower Columbia Fish Recovery Board Non-Represented
	Class 3 - CRESA 911 Dispatchers Guild
Eligibility Waiting Period	You are eligible on the first of the month that follows the date you become a member.

## Benefits

Basic Life Coverage Amount	1 times your annual earnings to a maximum of \$50,000.
Basic AD&D Coverage Amount	For a covered accidental loss of life, your Basic AD&D coverage amount is equal to your Basic Life coverage amount. For other covered losses, a percentage of this benefit will be payable.

## Other Basic Life Features and Services

- Accelerated Benefit
- Life Services Toolkit
- Repatriation Benefit
- Right to Convert Provision

- Standard Secure Access account payment option
- Travel Assistance
- · Waiver of Premium

Group Basic Life and Accidental Death and Dismemberment Insurance

## Other Basic AD&D Features

- Expanded AD&D Package
- Family Benefits Package
- Seat Belt Benefit

This information is only a brief description of the group Basic Life/AD&D insurance policy sponsored by Clark County. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, exclusions and when The Standard and Clark County may increase the cost of coverage, amend or cancel the policy. A group certificate of insurance that describes the terms and conditions of the group policy is available for those who become insured according to its terms. For more complete details of coverage, contact your human resources representative.

Standard Insurance Company 1100 SW Sixth Avenue Portland OR 97204

#### www.standard.com

SI 13279-D-WA-606122-C2,C3 (10/22) 7184373-921851

Standard Insurance Company Clark County Group Policy #606122 Effective Date January 1, 2003



# Group Basic Life and Accidental Death and Dismemberment Insurance

Group Basic Life insurance from Standard Insurance Company helps provide financial protection by promising to pay a benefit in the event of an eligible member's covered death. Basic Accidental Death and Dismemberment (AD&D) insurance may provide an additional amount in the event of a covered death or dismemberment as a result of an accident.

The cost of this insurance is paid by Clark County.

## Eligibility

Definition of a Member	You are a member if you are an active employee of Clark County and regularly working at least 20 hours each week. You are not a member if you are a temporary or seasonal employee, a full-time member of the armed forces, a leased employee or an independent contractor.
Class Definition	Class 4 - Custody Officer's Guild, Sheriff Office Support Guild, Juvenile Detention Officer's Guild, Local 11, Local 17 Appraisers, Local 17 Engineers, Local 1432, Local 307, Local 335, Local 8
	Class 5 - Deputy Sheriff's Guild
Eligibility Waiting Period	You are eligible on the first of the month that follows the date you become a member.

## Benefits

Basic Life Coverage Amount	Your Basic Life coverage amount is \$25,000.
Basic AD&D Coverage Amount	For a covered accidental loss of life, your Basic AD&D coverage amount is equal to your Basic Life coverage amount. For other covered losses, a percentage of this benefit will be payable.

## Other Basic Life Features and Services

- Accelerated Benefit
- Life Services Toolkit
- Portability of Insurance Provision
- Repatriation Benefit

- Right to Convert Provision
- Standard Secure Access account payment option
- Travel Assistance
- Waiver of Premium

Group Basic Life and Accidental Death and Dismemberment Insurance

## Other Basic AD&D Features

- Expanded AD&D Package
- Family Benefits Package
- Seat Belt Benefit

This information is only a brief description of the group Basic Life/AD&D insurance policy sponsored by Clark County. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, exclusions and when The Standard and Clark County may increase the cost of coverage, amend or cancel the policy. A group certificate of insurance that describes the terms and conditions of the group policy is available for those who become insured according to its terms. For more complete details of coverage, contact your human resources representative.

Standard Insurance Company 1100 SW Sixth Avenue Portland OR 97204

### www.standard.com

SI 13279-D-WA-606122-C4,C5 (12/17) 5455903-143824

Standard Insurance Company Clark County Group Policy #606122 (Class 1)



## Group Long Term Disability Insurance

Protect your income when you're coping with a long-lasting disability.

This coverage is designed to replace a portion of your income when you're disabled for an extended period of time due to a qualifying disability and help you get back to work when you're ready. Long Term Disability insurance benefits can help you pay your bills and safeguard your savings when you're unable to work. Whether you're out for a few months or several years, this benefit can help you protect your income — and those who depend on it.



## This plan offers:

- Competitive group rates
- The convenience of payroll deduction
- Benefits for a qualifying disability that occurs on or off the job

## O About This Coverage

You will be automatically enrolled in the base plan if you do not elect buy-up coverage and the policy becomes effective. See the Important Details section for more information, including requirements, exclusions and definitions.

Base coverage provided by Clark Buy-up coverage you can purchase, County at no cost to you paid for by you

### What Your Benefit Provides

This is the amount per month you would receive if you were to suffer a qualifying disability. Eligible earnings are your monthly insured predisability earnings, as defined by the group policy. Your monthly benefit will be reduced by deductible income. Please see the Important Details section for a list of deductible income sources.

### **Benefit Waiting Period**

How long you must be continuously disabled before you can begin receiving your monthly benefit. **60%** of your eligible earnings, up to a maximum benefit of **\$9,000** per month. Plan minimum per month: **\$100**. An additional 6 2/3% for a total of 66 2/3% of your eligible earnings, up to a maximum benefit of \$10,000 per month. Plan minimum per month: \$100.

60 days

60 days

### **How Long Your Benefits Last**

This is the maximum length of time you could be eligible to receive disability benefits for a continuous disability. Until your Social Security Normal Retirement Age (SSNRA)

Depending on your age at the time of disability, your benefits may be subject to a different schedule. Refer to the table in the Important Details section for specifics. Until your Social Security Normal Retirement Age (SSNRA)

Depending on your age at the time of disability, your benefits may be subject to a different schedule. Refer to the table in the Important Details section for specifics.

## ■ Additional Features

Your coverage comes with some added features:

Help with Returning to Work	This plan provides incentives to help you get back to work. For instance, you'll get help paying for some of the expenses associated with participating in an approved rehabilitation plan.
	If a worksite modification would enable you to return to work, the coverage can help your employer make approved modifications.
Survivors Benefit	If you die while receiving benefits, your survivor may be eligible to receive a one-time additional payment.

## Show Much Your Coverage Costs

Your base policy is paid for by Clark County and costs you nothing. If you choose to purchase buy-up coverage, you'll have access to competitive group rates that may be more affordable than those available through individual insurance. You'll also have the convenience of having your premium deducted directly from your paycheck. How much your premium costs depends on your benefit amount.

Use this formula to calculate your premium payment for your buy-up coverage:

x 0.13 ÷ 100 = Rate Percentage This amount is an estimate of how much you'd pay each month.

As you consider whether to apply for buy-up Long Term Disability insurance, evaluate what makes sense for you.

Getting by without a paycheck isn't easy, especially for an extended period of time. Make sure you have enough financial protection to help you with housing costs, utilities and other bills.

Your base plan replaces percentage of your income. Would that be enough to cover your expenses? If not, consider applying for more coverage.

For help figuring out your insurance needs, use our online calculator at www.standard.com/disability/needs.

Enter your monthly

earnings (cannot be more than \$15,000).

## Important Details

Here's where you'll find the nitty-gritty details about the plan.

### **Eligibility Requirements**

To be eligible for coverage, you must be:

- A regular employee of Clark County
- Actively working at least 20 hours per week
- A member of Class 1: Elected Officials, Management 1 and 2, Court Appointed,RTC-Management, CRESA-Management, SW Clean AirAgency-Management, Nonrepresented (M3), CRESA Nonrepresented,RTC Nonrepresented, SW Clean Air AgencyNon-represented, Law Library, Lower Columbia FishRecovery Board
- A citizen or resident of the United States or Canada

Temporary and seasonal employees, full-time members of the armed forces, leased employees and independent contractors are not eligible.

### **Employee Coverage Effective Date**

To become insured, you must:

- Meet the eligibility requirements listed above
- Serve an eligibility waiting period\*
- Apply for buy-up coverage and agree to pay premiums
- Receive medical underwriting approval (if applicable)
- Be actively at work (able to perform all normal duties of your job) on the day before the scheduled effective date of insurance

If you are not actively at work on the day before the scheduled effective date of insurance, your insurance will not become effective until the day after you complete one full day of active work as an eligible employee.

All late applications (applying 31 days after becoming eligible), requests for coverage increases and reinstatements are subject to medical underwriting approval. Employees eligible but not insured under the prior long term disability insurance plan are also subject to medical underwriting approval. Please contact your human resources representative or plan administrator for more information regarding the requirements that must be satisfied for your insurance to become effective.

\*Defined as first of the month that follows the date you become a member

### **Definition of Disability**

For the benefit waiting period and the first 24 months that Long Term Disability benefits are payable, you will be considered disabled if, as a result of physical disease, injury, pregnancy or mental disorder:

· You are unable to perform with reasonable continuity

the material duties of your own occupation, and

• You suffer a loss of at least 20 percent of your predisability earnings when working in your own occupation.

You are not considered disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license.

After the own occupation period of disability, you will be considered disabled if, as a result of a physical disease, injury, pregnancy or mental disorder, you are unable to perform with reasonable continuity the material duties of any occupation.

### **Maximum Benefit Period**

If you become disabled before age 62, Long Term Disability benefits may continue during disability until age 65 or to the Social Security Normal Retirement Age (SSNRA) or 3 years 6 months, whichever is longer. If you become disabled at age 62 or older, the benefit duration is determined by the age when disability begins:

### Age Maximum Benefit Period

- 62 To SSNRA, or 3 years 6 months, whichever is longer
- 63 To SSNRA, or 3 years, whichever is longer
- 64 To SSNRA, or 2 years 6 months, whichever is longer
- 65 2 years
- 66 1 year 9 months
- 67 1 year 6 months
- 68 1 year 3 months
- 69+ 1 year

### Exclusions

Subject to state variations, you are not covered for a disability caused or contributed to by any of the following:

- Your committing or attempting to commit an assault or felony, or your active participation in a violent disorder or riot
- An intentionally self-inflicted injury, while sane or insane
- War or any act of war (declared or undeclared, and any substantial armed conflict between organized forces of a military nature)
- The loss of your professional or occupational license or certification
- A preexisting condition or the medical or surgical treatment of a preexisting condition unless on the date you become disabled, you have been continuously

insured under the group policy for the exclusion period and you have been actively at work for at least one full day after the end of the exclusion period

### **Preexisting Condition Provision**

A preexisting condition is a mental or physical condition whether or not diagnosed or misdiagnosed during the 90day period just before your insurance becomes effective:

- For which you or a reasonably prudent person would have consulted a physician or other licensed medical professional; received medical treatment, services or advice; undergone diagnostic procedures, including self-administered procedures; or taken prescribed drugs or medications
- Which, as a result of any medical examination, including routine examination, was discovered or suspected

Exclusion Period: 12 months

### Limitations

Long Term Disability benefits are not payable for any period when you are:

- Not under the ongoing care of a physician in the appropriate specialty, as determined by The Standard
- Not participating in good faith in a plan, program or course of medical treatment or vocational training or education approved by The Standard, unless your disability prevents you from participating
- Confined for any reason in a penal or correctional institution
- Able to work and earn at least 20 percent of your indexed predisability earnings, but you elect not to work. During the first 24 months after the end of the benefit waiting period, the responsibility to work is limited to work in your own occupation; thereafter, the responsibility to work includes work in any occupation.

In addition, the length of time you can receive Long Term Disability payments will be limited if:

- You reside outside of the United States or Canada
- Your disability is caused or contributed to by mental disorders, substance abuse or the environment, chronic fatigue conditions, chronic pain conditions, carpal tunnel or repetitive motion syndrome or temporomandibular joint disorder or craniomandibular joint disorder

### When Your Benefits End

Your Long Term Disability benefits end automatically on the date any of the following occur:

- You are no longer disabled
- Your maximum benefit period ends

- Benefits become payable under any other disability insurance plan under which you become insured through employment during a period of temporary recovery
- You fail to provide proof of continued disability and entitlement to benefits
- You pass away

### **Deductible Income**

Your benefits will be reduced if you have deductible income, which is income you receive or are eligible to receive while receiving Long Term Disability benefits. Deductible income includes:

- Sick pay, annual or personal leave pay, severance pay or other forms of salary continuation (including donated amounts) paid
- Benefits under any workers' compensation law or similar law
- Amounts under unemployment compensation law
- Social Security disability or retirement benefits, including benefits for your spouse and children
- Amounts because of your disability from any other group insurance
- Any disability or retirement benefits you received or are eligible to receive from your employer's retirement plan.
- Benefits under any state disability income benefit law or similar law
- Earnings from work activity while you are disabled, plus the earnings you could receive if you work as much as your disability allows
- Earnings or compensation included in your predisability earnings which you receive or are eligible to receive while Long Term Disability benefits are payable
- Amounts due from or on behalf of a third party because of your disability, whether by judgment, settlement or other method
- Any amount you receive by compromise, settlement or other method as a result of a claim for any of the above

### When Your Insurance Ends

Your insurance ends automatically when any of the following occur:

- The date the last period ends for which a premium was paid
- The date your employment terminates
- The date the group policy terminates
- The date you cease to meet the eligibility requirements (insurance may continue for limited periods under certain circumstances)

Standard Insurance Company

 The date Clark County ends participation in the group policy

### **Group Insurance Certificate**

If coverage becomes effective and you become insured, you will receive a group insurance certificate containing a detailed description of the insurance coverage, including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the group policy. The information present in this summary does not modify the group policy, certificate or the insurance coverage in any way.

### **About Standard Insurance Company**

For more than 100 years, we have been dedicated to our core purpose: to help people achieve financial well-being and peace of mind. Headquartered in Portland, Oregon, The Standard is a nationally recognized provider of group employee benefits. To learn more about products from The Standard, visit us at **www.standard.com**.

The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products are offered by Standard Insurance Company of Portland, Oregon, in all states except New York. Product features and availability vary by state and are solely the responsibility of Standard Insurance Company.

GP190-LTD/S399, GP399-LTD/TRUST, GP899-LTD, Contract 2000

Standard Insurance Company 1100 SW Sixth Avenue Portland OR 97204

### www.standard.com

SI 12507-D-WA-606122-C1 (12/17) 5455903-143770

Standard Insurance Company Clark County Group Policy #606122 (Class 2 & 4)



## Group Long Term Disability Insurance

Protect your income when you're coping with a long-lasting disability.

This coverage is designed to replace a portion of your income when you're disabled for an extended period of time due to a qualifying disability and help you get back to work when you're ready. Long Term Disability insurance benefits can help you pay your bills and safeguard your savings when you're unable to work. Whether you're out for a few months or several years, this benefit can help you protect your income — and those who depend on it.

## This plan offers:

- Competitive group rates
- The convenience of payroll deduction
- Benefits for a qualifying disability that occurs on or off the job

## O About This Coverage

You will be automatically enrolled in the base plan if you do not elect buy-up coverage and the policy becomes effective. See the Important Details section for more information, including requirements, exclusions and definitions.

Base coverage provided by Clark Buy-up coverage y County at no cost to you paid for

Buy-up coverage you can purchase, paid for by you

### What Your Benefit Provides

This is the amount per month you would receive if you were to suffer a qualifying disability. Eligible earnings are your monthly insured predisability earnings, as defined by the group policy. Your monthly benefit will be reduced by deductible income. Please see the Important Details section for a list of deductible income sources.

### **Benefit Waiting Period**

If you experience a qualifying disability, your benefit waiting period is the length of time you must be continuously disabled before you become eligible to receive your monthly benefit. **60%** of your eligible earnings, up to a maximum benefit of **\$9,000** per month. Plan minimum per month: **\$100**.

An additional 6 2/3% for a total of 66 2/3% of your eligible earnings, up to a maximum benefit of \$10,000 per month. Plan minimum per month: \$100.

60 days

60 days

### How Long Your Benefits Last

This is the maximum length of time you could be eligible to receive disability benefits for a continuous disability.

Until your Social Security Normal Retirement Age (SSNRA)

Depending on your age at the time of disability, your benefits may be subject to a different schedule. Refer to the "Maximum Benefit Period" table in the Important Details section for specifics.

Until your Social Security Normal Retirement Age (SSNRA)

Depending on your age at the time of disability, your benefits may be subject to a different schedule. Refer to the "Maximum Benefit Period" table in the Important Details section for specifics.

## Additional Features

Your coverage comes with some added features:

Help with Returning to Work	This plan provides incentives to help you get back to work. For instance, you'll get help paying for some of the expenses associated with participating in an approved rehabilitation plan.
	If a worksite modification would enable you to return to work, the coverage can help your employer make approved modifications.
Survivors Benefit	If you die while receiving benefits, your survivor may be eligible to receive a one-time additional payment.

## SHow Much Your Coverage Costs

Your base policy is paid for by Clark County and costs you nothing. If you choose to purchase buy-up coverage, you'll have access to competitive group rates that may be more affordable than those available through individual insurance. You'll also have the convenience of having your premium deducted directly from your paycheck. How much your premium costs depends on your benefit amount.

### Use this formula to calculate your premium payment for your buy-up coverage:

	х	0.23	÷ 100 =	
Enter your monthly earnings (cannot be more than \$15,000).		Rate Percentage		This amount is an estimate of how much you'd pay each month.

### As you consider whether to apply for buy-up Long Term Disability insurance, evaluate what makes sense for you.

Getting by without a paycheck isn't easy, especially for an extended period of time. Make sure you have enough financial protection to help you with housing costs, utilities and other bills.

Your employer provides you with a basic level of disability insurance. Will that be enough for you? If not, you have the option to enroll in an enhanced level of disability insurance.

For help figuring out your insurance needs, use our online calculator at www.standard.com/disability/needs.

## Important Details

Here's where you'll find the nitty-gritty details about the plan.

### **Eligibility Requirements**

To be eligible for coverage, you must be:

- A regular employee of Clark County
- Actively working at least 20 hours per week
- A member of Class 2 Information Technology Guild, Local 11, Local 17 Appraisers, Local 17 Engineers, Local 1432, Local 307, Local 335, Local 8, Sheriff's Administrators Association OR Class 4 - Sheriff Office Support Guild
- A citizen or resident of the United States or Canada

Temporary and seasonal employees, full-time members of the armed forces, leased employees and independent contractors are not eligible.

### **Employee Coverage Effective Date**

To become insured, you must:

- Meet the eligibility requirements listed above
- Serve an eligibility waiting period\*
- Apply for buy-up coverage and agree to pay premiums
- Receive medical underwriting approval (if applicable)
- · Be actively at work (able to perform all normal duties of your job) on the day before the scheduled effective date of insurance

If you are not actively at work on the day before the scheduled effective date of insurance, your insurance will not become effective until the day after you complete one full day of active work as an eligible employee.

All late applications (applying 31 days after becoming eligible), requests for coverage increases and reinstatements are subject to medical underwriting approval. Employees eligible but not insured under the prior long term disability insurance plan are also subject to medical underwriting approval. Please contact your human resources representative or plan administrator for more information regarding the requirements that must be satisfied for your insurance to become effective.

\*Defined as first of the month that follows the date you become a member

### **Definition of Disability**

For the benefit waiting period and the first 24 months that Long Term Disability benefits are payable, you will be considered disabled if, as a result of physical disease, injury, pregnancy or mental disorder:

 You are unable to perform with reasonable continuity the material duties of your own occupation, and

 You suffer a loss of at least 20 percent of your predisability earnings when working in your own occupation.

You are not considered disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license.

After the own occupation period of disability, you will be considered disabled if, as a result of a physical disease, injury, pregnancy or mental disorder, you are unable to perform with reasonable continuity the material duties of any occupation.

### **Maximum Benefit Period**

If you become disabled before age 62, Long Term Disability benefits may continue during disability until age 65 or to the Social Security Normal Retirement Age (SSNRA) or 3 years 6 months, whichever is longer. If you become disabled at age 62 or older, the benefit duration is determined by the age when disability begins:

#### **Maximum Benefit Period** Age

- 62 To SSNRA, or 3 years 6 months, whichever is longer
- 63 To SSNRA, or 3 years, whichever is longer
- 64 To SSNRA, or 2 years 6 months, whichever is longer
- 65
- 2 years 66
- 1 year 9 months 67 1 year 6 months
- 68 1 year 3 months
- 69+ 1 vear

### **Exclusions**

Subject to state variations, you are not covered for a disability caused or contributed to by any of the following:

- Your committing or attempting to commit an assault or felony, or your active participation in a violent disorder or riot
- An intentionally self-inflicted injury, while sane or insane
- War or any act of war (declared or undeclared, and any substantial armed conflict between organized forces of a military nature)
- The loss of your professional or occupational license or certification
- A preexisting condition or the medical or surgical treatment of a preexisting condition unless on the date you become disabled, you have been continuously insured under the group policy for the exclusion period and you have been actively at work for at least one full

day after the end of the exclusion period

### **Preexisting Condition Provision**

A preexisting condition is a mental or physical condition whether or not diagnosed or misdiagnosed during the 90day period just before your insurance becomes effective:

- For which you or a reasonably prudent person would have consulted a physician or other licensed medical professional; received medical treatment, services or advice; undergone diagnostic procedures, including self-administered procedures; or taken prescribed drugs or medications
- Which, as a result of any medical examination, including routine examination, was discovered or suspected

**Exclusion Period: 12 months** 

### Limitations

Long Term Disability benefits are not payable for any period when you are:

- Not under the ongoing care of a physician in the appropriate specialty, as determined by The Standard
- Not participating in good faith in a plan, program or course of medical treatment or vocational training or education approved by The Standard, unless your disability prevents you from participating
- Confined for any reason in a penal or correctional institution
- Able to work and earn at least 20 percent of your indexed predisability earnings, but you elect not to work. During the first 24 months after the end of the benefit waiting period, the responsibility to work is limited to work in your own occupation; thereafter, the responsibility to work includes work in any occupation.

In addition, the length of time you can receive Long Term Disability payments will be limited if:

- You reside outside of the United States or Canada.
- Your disability is caused or contributed to by mental disorders, substance abuse or the environment, chronic fatigue conditions, chronic pain conditions, carpal tunnel or repetitive motion syndrome or temporomandibular joint disorder or craniomandibular joint disorder

### When Your Benefits End

Your Long Term Disability benefits end automatically on the date any of the following occur:

- · You are no longer disabled
- Your maximum benefit period ends
- Benefits become payable under any other disability insurance plan under which you become insured

through employment during a period of temporary recovery

- You fail to provide proof of continued disability and entitlement to benefits
- You pass away

### **Deductible Income**

Your benefits will be reduced if you have deductible income, which is income you receive or are eligible to receive while receiving Long Term Disability benefits. Deductible income includes:

- Sick pay, annual or personal leave pay, severance pay or other forms of salary continuation (including donated amounts) paid to you by your employer
- Benefits under any workers' compensation law or similar law
- · Amounts under unemployment compensation law
- Social Security disability or retirement benefits, including benefits for your spouse and children
- Amounts because of your disability from any other group insurance
- Any disability or retirement benefits you received or are eligible to receive from your employer's retirement plan.
- Benefits under any state disability income benefit law or similar law
- Earnings from work activity while you are disabled, plus the earnings you could receive if you work as much as your disability allows
- Earnings or compensation included in your predisability earnings which you receive or are eligible to receive while Long Term Disability benefits are payable
- Amounts due from or on behalf of a third party because of your disability, whether by judgment, settlement or other method
- Any amount you receive by compromise, settlement or other method as a result of a claim for any of the above

### When Your Insurance Ends

Your insurance ends automatically when any of the following occur:

- The date the last period ends for which a premium was paid
- · The date your employment terminates
- · The date the group policy terminates
- The date you cease to meet the eligibility requirements (insurance may continue for limited periods under certain circumstances)
- The date Clark County ends participation in the group

policy

#### **Group Insurance Certificate**

If coverage becomes effective and you become insured, you will receive a group insurance certificate containing a detailed description of the insurance coverage, including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the group policy. The information present in this summary does not modify the group policy, certificate or the insurance coverage in any way.

#### **About Standard Insurance Company**

For more than 100 years, we have been dedicated to our core purpose: to help people achieve financial well-being and peace of mind. Headquartered in Portland, Oregon, The Standard is a nationally recognized provider of group employee benefits. To learn more about products from The Standard, visit us at **www.standard.com**.

The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products are offered by Standard Insurance Company of Portland, Oregon, in all states except New York. Product features and availability vary by state and are solely the responsibility of Standard Insurance Company.

## GP190-LTD/S399, GP399-LTD/TRUST, GP899-LTD, Contract 2000

Standard Insurance Company 1100 SW Sixth Avenue Portland OR 97204

#### www.standard.com

SI 12507-D-WA-606122-C2,C4 (11/21) 6946348 772977

Standard Insurance Company Clark County Group Policy #606122 (Class 3, 5 & 6)



# Group Long Term Disability Insurance

Protect your income when you're coping with a long-lasting disability.

This coverage is designed to replace a portion of your income when you're disabled for an extended period of time due to a qualifying disability and help you get back to work when you're ready. Long Term Disability insurance benefits can help you pay your bills and safeguard your savings when you're unable to work. Whether you're out for a few months or several years, this benefit can help you protect your income — and those who depend on it.



## This plan offers:

- Competitive group rates
- The convenience of payroll deduction
- Benefits for a qualifying disability that occurs on or off the job

## O About This Coverage

You will be automatically enrolled in the base plan if you do not elect buy-up coverage and the policy becomes effective. See the Important Details section for more information, including requirements, exclusions and definitions.

Base coverage provided by Clark County at no cost to you Buy-up coverage you can purchase, paid for by you and Clark County

#### What Your Benefit Provides

This is the amount per month you would receive if you were to suffer a qualifying disability. Eligible earnings are your monthly insured predisability earnings, as defined by the group policy. Your monthly benefit will be reduced by deductible income. Please see the Important Details section for a list of deductible income sources.

#### **Benefit Waiting Period**

If you experience a qualifying disability, your benefit waiting period is the length of time you must be continuously disabled before you become eligible to receive your monthly benefit. **60%** of your eligible earnings, up to a maximum benefit of **\$4,375** per month. Plan minimum per month: **\$100**.

Class 3 & 6 - 60 days Class 5 - 90 days An additional 6 2/3% for a total of 66 2/3% of your eligible earnings, up to a maximum benefit of \$4,862 per month. Plan minimum per month: \$100.

Class 3 & 6 - 60 days Class 5 - 90 days

#### **How Long Your Benefits Last**

This is the maximum length of time you could be eligible to receive disability benefits for a continuous disability. Until your Social Security Normal Retirement Age (SSNRA)

Depending on your age at the time of disability, your benefits may be subject to a different schedule. Refer to the "Maximum Benefit Period" table in the Important Details section for specifics. Until your Social Security Normal Retirement Age (SSNRA)

Depending on your age at the time of disability, your benefits may be subject to a different schedule. Refer to the "Maximum Benefit Period" table in the Important Details section for specifics.

## 

Your coverage comes with some added features:

Help with Returning to Work	This plan provides incentives to help you get back to work. For instance, you'll get help paying for some of the expenses associated with participating in an approved rehabilitation plan.
	If a worksite modification would enable you to return to work, the coverage can help your employer make approved modifications.
Survivors Benefit	If you die while receiving benefits, your survivor may be eligible to receive a one-time additional payment.

## Show Much Your Coverage Costs

×

Your base policy is paid for by Clark County and costs you nothing. If you choose to purchase buy-up coverage, you'll have access to competitive group rates that may be more affordable than those available through individual insurance. You'll also have the convenience of having your premium deducted directly from your paycheck. How much your premium costs depends on your benefit amount.

 $\div 100 =$ 

Use this formula to calculate your premium payment for your buy-up coverage:

0.23

Enter your monthly earnings (cannot be more than \$7,292). Rate Percentage

This amount is an estimate of how much you'd pay each month.

## As you consider whether to apply for buy-up Long Term Disability insurance, evaluate what makes sense for you.

Getting by without a paycheck isn't easy, especially for an extended period of time. Make sure you have enough financial protection to help you with housing costs, utilities and other bills.

Your employer provides you with a basic level of disability insurance. Will that be enough for you? If not, you have the option to enroll in an enhanced level of disability insurance.

For help figuring out your insurance needs, use our online calculator at www.standard.com/disability/needs.

## Important Details

Here's where you'll find the nitty-gritty details about the plan.

### **Eligibility Requirements**

To be eligible for coverage, you must be:

- A regular employee of Clark County
- Actively working at least 20 hours per week
- A member of Class 3 Partners in Careers, CRESA 911 Dispatchers Guild **OR** Class 5 - Corrections Deputy Guild **OR** Class 6 - Juvenile Detention Officer's Guild
- A citizen or resident of the United States or Canada

Temporary and seasonal employees, full-time members of the armed forces, leased employees and independent contractors are not eligible.

## **Employee Coverage Effective Date**

To become insured, you must:

- · Meet the eligibility requirements listed above
- Serve an eligibility waiting period\*
- Apply for buy-up coverage and agree to pay premiums
- Receive medical underwriting approval (if applicable)
- Be actively at work (able to perform all normal duties of your job) on the day before the scheduled effective date of insurance

If you are not actively at work on the day before the scheduled effective date of insurance, your insurance will not become effective until the day after you complete one full day of active work as an eligible employee.

All late applications (applying 31 days after becoming eligible), requests for coverage increases and reinstatements are subject to medical underwriting approval. Employees eligible but not insured under the prior long term disability insurance plan are also subject to medical underwriting approval. Please contact your human resources representative or plan administrator for more information regarding the requirements that must be satisfied for your insurance to become effective.

\*Defined as first of the month that follows the date you become a member

### **Definition of Disability**

For the benefit waiting period and the first 24 months that Long Term Disability benefits are payable, you will be considered disabled if, as a result of physical disease, injury, pregnancy or mental disorder:

- You are unable to perform with reasonable continuity the material duties of your own occupation, and
- You suffer a loss of at least 20 percent of your predisability earnings when working in your own

occupation.

You are not considered disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license.

After the own occupation period of disability, you will be considered disabled if, as a result of a physical disease, injury, pregnancy or mental disorder, you are unable to perform with reasonable continuity the material duties of any occupation.

### **Maximum Benefit Period**

If you become disabled before age 62, Long Term Disability benefits may continue during disability until age 65 or to the Social Security Normal Retirement Age (SSNRA) or 3 years 6 months, whichever is longer. If you become disabled at age 62 or older, the benefit duration is determined by the age when disability begins:

### Age Maximum Benefit Period

- 62 To SSNRA, or 3 years 6 months, whichever is longer
- 63 To SSNRA, or 3 years, whichever is longer
- 64 To SSNRA, or 2 years 6 months,
- whichever is longer
- 65 2 years
- 66 1 year 9 months
- 67 1 year 6 months
- 68 1 year 3 months
- 69+ 1 year

### Exclusions

Subject to state variations, you are not covered for a disability caused or contributed to by any of the following:

- Your committing or attempting to commit an assault or felony, or your active participation in a violent disorder or riot
- An intentionally self-inflicted injury, while sane or insane
- War or any act of war (declared or undeclared, and any substantial armed conflict between organized forces of a military nature)
- The loss of your professional or occupational license or certification
- A preexisting condition or the medical or surgical treatment of a preexisting condition unless on the date you become disabled, you have been continuously insured under the group policy for the exclusion period and you have been actively at work for at least one full day after the end of the exclusion period

#### **Preexisting Condition Provision**

A preexisting condition is a mental or physical condition whether or not diagnosed or misdiagnosed during the 90day period just before your insurance becomes effective:

- For which you or a reasonably prudent person would have consulted a physician or other licensed medical professional; received medical treatment, services or advice; undergone diagnostic procedures, including self-administered procedures; or taken prescribed drugs or medications
- Which, as a result of any medical examination, including routine examination, was discovered or suspected

Exclusion Period: 12 months

#### Limitations

Long Term Disability benefits are not payable for any period when you are:

- Not under the ongoing care of a physician in the appropriate specialty, as determined by The Standard
- Not participating in good faith in a plan, program or course of medical treatment or vocational training or education approved by The Standard, unless your disability prevents you from participating
- Confined for any reason in a penal or correctional institution
- Able to work and earn at least 20 percent of your indexed predisability earnings, but you elect not to work. During the first 24 months after the end of the benefit waiting period, the responsibility to work is limited to work in your own occupation; thereafter, the responsibility to work includes work in any occupation.

In addition, the length of time you can receive Long Term Disability payments will be limited if:

- · You reside outside of the United States or Canada
- Your disability is caused or contributed to by mental disorders, substance abuse or the environment, chronic fatigue conditions, chronic pain conditions, carpal tunnel or repetitive motion syndrome or temporomandibular joint disorder or craniomandibular joint disorder

#### When Your Benefits End

Your Long Term Disability benefits end automatically on the date any of the following occur:

- · You are no longer disabled
- · Your maximum benefit period ends
- Benefits become payable under any other disability insurance plan under which you become insured through employment during a period of temporary

#### recovery

- You fail to provide proof of continued disability and entitlement to benefits
- You pass away

#### **Deductible Income**

Your benefits will be reduced if you have deductible income, which is income you receive or are eligible to receive while receiving Long Term Disability benefits. Deductible income includes:

- Sick pay, annual or personal leave pay, severance pay or other forms of salary continuation (including donated amounts) paid to you by your employer
- Benefits under any workers' compensation law or similar law
- · Amounts under unemployment compensation law
- Social Security disability or retirement benefits, including benefits for your spouse and children
- Amounts because of your disability from any other group insurance
- Any disability or retirement benefits you received or are eligible to receive from your employer's retirement plan.
- Benefits under any state disability income benefit law or similar law
- Earnings from work activity while you are disabled, plus the earnings you could receive if you work as much as your disability allows
- Earnings or compensation included in your predisability earnings which you receive or are eligible to receive while Long Term Disability benefits are payable
- Amounts due from or on behalf of a third party because of your disability, whether by judgment, settlement or other method
- Any amount you receive by compromise, settlement or other method as a result of a claim for any of the above

#### When Your Insurance Ends

Your insurance ends automatically when any of the following occur:

- The date the last period ends for which a premium was paid
- · The date your employment terminates
- The date the group policy terminates
- The date you cease to meet the eligibility requirements (insurance may continue for limited periods under certain circumstances)
- The date Clark County ends participation in the group policy

#### **Group Insurance Certificate**

If coverage becomes effective and you become insured, you will receive a group insurance certificate containing a detailed description of the insurance coverage, including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the group policy. The information present in this summary does not modify the group policy, certificate or the insurance coverage in any way.

#### **About Standard Insurance Company**

For more than 100 years, we have been dedicated to our core purpose: to help people achieve financial well-being and peace of mind. Headquartered in Portland, Oregon, The Standard is a nationally recognized provider of group employee benefits. To learn more about products from The Standard, visit us at **www.standard.com**.

The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products are offered by Standard Insurance Company of Portland, Oregon, in all states except New York. Product features and availability vary by state and are solely the responsibility of Standard Insurance Company.

## GP190-LTD/S399, GP399-LTD/TRUST, GP899-LTD, Contract 2000

Standard Insurance Company 1100 SW Sixth Avenue Portland OR 97204

#### www.standard.com

SI 12507-D-WA-606122-C3,C5,C6 (11/21) 6946348 772978



## Life Experience Report - Cash Basis

Groups: 606122

As Of: 4/30/2023

	1/1/2019 to	1/1/2020 to	1/1/2021 to	1/1/2022 to	1/1/2023 to	
	12/31/2019	12/31/2020	12/31/2021	12/31/2022	4/30/2023	TOTAL
Earned Premium	152,714	154,304	154,524	153,700	52,805	668,047
Paid Claims	-	225,000	268,000	136,000	33,000	662,000
Reserve Change	85,800	(49,050)	(72,500)	(141,798)	16,250	(161,298)
IBNR Change	338	517	24	(130)	1,114	1,861
Conversion Charges	-	-	-	-	-	-
Incurred Claims	86,138	176,467	195,524	(5,928)	50,364	502,563
Loss Ratio	56%	114%	127%	-4%	95%	75%
Life Years	1,979	1,990	2,012	1,965	653	8,598
Death - Claim Count	-	4	4	3	1	12
Death - Incidence	-	2.01	1.99	1.53	1.53	1.40
Waiver - Reserve (EOP)	841,425	707,375	719,875	578,078	594,328	
Waiver - Open Claims (EOP)	33	32	32	24	25	
Waiver - Avg Reserve	25,498	22,105	22,496	24,087	23,773	23,569

Case Summary			
Life Case Summary			Clark County
Groups: 606122			Segment: Basic Life
As Of: 4/30/2023			
	1/1/2019 to 4/30/2023		
Earned Premium	668,047	_	
Constant Premium	668,047	Earned Premium using current rate level for all past years	
Incurred Claims	502,563		
Loss Ratio	75.2%	(Incurred Claims / Earned Premium)	
Constant Loss Ratio	75.2%	(Incurred Claims / Constant Premium)	
Experience Rate	0.950		
Calc Rate	1.142		
Credibility	45%		
Blended Rate	1.055		
Blended = ExpRate * Credibility + CalcRa	ate * (1-Credibility)	_	

Segment: Basic Life

**Clark County** 



## LTD Experience Report - Incurred Basis

**Clark County** 

**Clark County** 

Groups: 606122

As Of: 4/30/2023

	1/1/2019 to	1/1/2020 to	1/1/2021 to	1/1/2022 to	1/1/2023 to	
	12/31/2019	12/31/2020	12/31/2021	12/31/2022	4/30/2023	TOTAL
Earned Premium	784,054	813,689	821,780	827,920	284,965	3,532,408
Paid Claims	521,160	152,447	303,056	18,163	-	994,826
FICA	11,914	2,412	3,792	1,004	-	19,122
Reserves	165,717	77,864	317,528	74,004	-	635,113
IBNR	-	-	-	159,734	143,943	303,676
Interest Credit	(20,049)	(6,014)	(13,075)	(1,097)	-	(40,235)
Incurred Claims	678,742	226,709	611,301	251,808	143,943	1,912,502
Loss Ratio	87%	28%	74%	30%	51%	54%
Life Years	2,203	1,615	1,582	1,547	513	7,459
Pending Claim Cnt	-	-	-	1	-	1
Approved Claim Cnt	11	5	8	2	-	26
Active Claim Cnt	1	1	5	-	-	7
Closed Claim Cnt	10	4	3	2	-	19
Incidence	4.99	3.10	5.06	1.94	0.00	3.62

## LTD Case Summary

Groups: 606122 As Of: 4/30/2023

	<b>1/1/2019</b> to <b>4/30/2023</b>	
Earned Premium	3,532,408	• •
Constant Premium	3,532,408	Earned Premium using current rate level for all past years
Incurred Claims	1,912,502	
Loss Ratio	54.1%	(Incurred Claims / Earned Premium)
Constant Loss Ratio	54.1%	(Incurred Claims / Constant Premium)
Experience Rate	0.811	
Calc Rate	0.900	
Credibility	60%	
Blended Rate	0.847	

Blended = ExpRate \* Credibility + CalcRate \* (1-Credibility)



## Life Experience Report - Cash Basis

Groups: 606122

As Of: 4/30/2023

	1/1/2019 to	1/1/2020 to	1/1/2021 to	1/1/2022 to	1/1/2023 to	
	12/31/2019	12/31/2020	12/31/2021	12/31/2022	4/30/2023	TOTAL
Earned Premium	227,089	233,232	227,199	220,097	72,117	979,734
Paid Claims	-	100,000	350,000	-	-	450,000
Reserve Change	-	-	19,500	(68,250)	-	(48,750)
IBNR Change	(4,740)	1,930	(2,853)	(952)	875	(5,742)
Conversion Charges	-	-	-	-	-	-
Incurred Claims	(4,740)	101,930	366,647	(69,202)	875	395,508
Loss Ratio	-2%	44%	161%	-31%	1%	40%
Life Years	458	476	460	443	145	1,982
Death - Claim Count	-	1	2	-	-	3
Death - Incidence	-	2.10	4.35	-	-	1.51
Waiver - Reserve (EOP)	598,000	598,000	617,500	549,250	549,250	
Waiver - Open Claims (EOP)	11	11	12	10	10	
Waiver - Avg Reserve	54,364	54,364	51,458	54,925	54,925	53,926

Life Case Summary		Clark County
Groups: 606122		Segment: Additional Life
As Of: 4/30/2023		
	1/1/2019 4/30/2023	
Earned Premium	979,734	
Constant Premium	979,734 Earned Premium using cu	irrent rate level for all past years
Incurred Claims	395,508	
Loss Ratio	40.4% (Incurred Claims / Earned	l Premium)
Constant Loss Ratio	40.4% (Incurred Claims / Consta	int Premium)
Experience Rate	0.510	
Calc Rate	1.000	
Credibility	20%	
Blended Rate	0.903	

Clark County

Segment: Additional Life

CLM CLM INCURRAL CLOSE GROSS OFFSET OFFSET OFFSET OFFSET OFFSET POLICY CLAIM PROD TYPE GENDER STS DATE DATE BENEFIT ID STATUS AMOUNT EFF DATE LIM DATE CO 3,208.46 SD SI 606122 EW7343 LT LT Μ А 10/21/2016 А 1,350.00 04/01/2017 05/20/2066 GH2457 LT LT М А 01/10/2019 5,108.95 SD А 1,515.00 01/01/2020 12/23/2060 GQ8385 LT LT Μ А 02/01/2020 3,986.12 P1 Е 99.58 07/15/2021 11/19/2061 Μ А 02/01/2020 3,986.12 SD 2,478.00 12/01/2020 11/19/2061 А HU0969 LT LT F А 05/13/2021 2,866.88 SC Е 661.50 11/01/2021 02/28/2025 F А 05/13/2021 2,866.88 SD Е 1,323.00 11/01/2021 06/17/2082 HW0490 LT LT Μ А 11/11/2021 3,531.78 P1 Е 201.46 11/11/2022 04/25/2067 Μ А 11/11/2021 3,531.78 SD А 2,292.00 01/01/2022 04/25/2067 F S 3,185.00 06/01/2023 12/16/2029 HX4064 LT LT А 12/14/2021 4,458.22 RO HZ4660 LT LT Μ 12/16/2021 2,653.95 SD Е 1,226.00 06/01/2022 10/23/2068 А JL1028 LT F 10/06/2021 2,487.05 P1 Е 752.47 10/06/2022 06/28/2068 LT А F А 10/06/2021 2,487.05 SD Е 1,258.00 04/01/2022 06/28/2068 F А 2,487.05 WT Е 2,216.00 10/06/2021 06/28/2068 10/06/2021 VH3291 LT F 1,064.00 07/01/2011 01/02/2078 LT А 04/01/2009 2,085.34 SD А VK3340 LT LT F А 08/24/2010 2,339.82 P1 Е 0.00 01/16/2030 01/16/2063 F А 08/24/2010 2,339.82 SD 1,193.00 01/01/2012 01/16/2063 А VU1241 LT LT F А 12/02/2013 4,248.07 PS А 2,053.84 11/01/2022 10/25/2057 F А 12/02/2013 4,248.07 SD А 2,028.00 01/01/2015 10/25/2057 Μ 2,819.96 P1 Е 409.39 11/02/2030 11/02/2065 VV3159 LT LT А 08/14/2014 2,074.00 06/01/2015 11/02/2065 Μ А 08/14/2014 2,819.96 SD А VX4986 LT LT F А 05/30/2015 1,646.32 SD А 1,098.00 07/01/2016 08/25/2077 VX7578 LT LT F А 07/23/2015 3,421.50 P1 Е 336.99 07/08/2029 07/08/2064 F А 07/23/2015 3,421.50 SD А 2,012.00 07/01/2016 07/08/2064 1,180.00 07/01/2005 02/02/2069 088224 LT LT F А 01/26/2005 1,906.81 SD А 243400 LT LT F А 10/01/1994 1,596.60 SD А 706.00 10/01/1999 10/24/2058

CLAIM OFFSET INFORMATION AS OF 05/31/2023 STANDARD INSURANCE COMPANY 17:15 Wednesday, June 28, 2023 1

#### **ATTACHMENT J**

STANDARD INSURANCE COMPANY			AS OF DATE 05	/31/2023	PAGE 1	
GCE0300-4* GROUP CLAIM EXPERIEN	NCE		RUN DATE 06	/28/2023		
POLICY 606122 CLARK COUNTY		FR	OM 01/2021 THRU	05/2023		
CLAIM CLAIMANT S NUMBER NAME X COV PD	O ** C BIRTH INCUR APPROV TERM	CAUSE P CODE N BENEFIT	AMOUNT PAID THIS PERIOD	TOTAL PAID THIS CLAIM	RESERVE END OF PERIOD	RESERVE BEG OF PERIOD
M TERM AL M TERM AL	04/1966 02/2021 02/2021 03/2021 08/1974 07/2021 10/2021 11/2021		100,000.00 250,000.00	100,000.00 250,000.00		
	PRODUCT - AL		350,000.00	350,000.00		
M TERM BL M TERM BL F TERM BL M TERM BL M TERM BL M TERM BL F TERM BL	08/1949 12/2020 01/2021 01/2021 04/1966 02/2021 02/2021 03/2021 01/1978 06/2021 07/2021 07/2021 08/1974 07/2021 10/2021 11/2021 03/1972 02/2022 03/2022 04/2022 03/1957 05/2022 06/2022 06/2022 08/1950 11/2022 12/2022 12/2022 07/1978 03/2023 03/2023 03/2023 PRODUCT - BL COVERAGE - TERM		85,000.00 108,000.00 50,000.00 25,000.00 20,000.00 25,000.00 33,000.00 437,000.00	85,000.00 108,000.00 50,000.00 25,000.00 20,000.00 25,000.00 33,000.00 437,000.00		
M TPD2 F TPD2	08/1941 04/1996 12/1999 07/1955 01/1999 11/2000	25,000.00 10,000.00			16,250.00 6,500.00	16,250.00 6,500.00
	PRODUCT -				22,750.00	22,750.00
F TPD2 AL F TPD2 AL F TPD2 AL	2 02/1969 01/2005 02/2006 2 11/1952 12/2005 12/2007 2 08/1952 12/2007 08/2008	100,000.00 32,500.00			65,000.00 21,125.00	65,000.00 32,500.00 32,500.00
F TPD2 AL M TPD2 AL F TPD2 AL M TPD2 AL M TPD2 AL M TPD2 AL F TPD2 AL	2 03/1951 04/2008 03/2009 05/2022 1 07/1953 03/2009 05/2009 8 01/1963 08/2010 11/2010 8 01/1955 08/2012 01/2013 3 03/1956 04/2015 02/2018 1 05/1966 10/2016 05/2017 1 11/1954 12/2005 05/2018	100,000.00 100,000.00 100,000.00 50,000.00 100,000.00			65,000.00 65,000.00 65,000.00 32,500.00 65,000.00	32,500.00 65,000.00 65,000.00 65,000.00 32,500.00 65,000.00 13,000.00
M TPD2 AL	2 12/1958 01/2018 12/2018	200,000.00			130,000.00	130,000.00

THE INFORMATION IN THESE REPORTS IS CONFIDENTIAL AND PROPRIETARY. THESE REPORTS ARE TO BE ACCESSIBLE ONLY TO POLICYHOLDER PERSONNEL OR AN AUTHORIZED REPRESENTATIVE OF THE POLICYHOLDER WHO HAVE A LEGITIMATE BUSINESS REASON TO EXAMINE THE INFORMATION. THESE REPORTS MAY NOT BE REDISCLOSED WITHOUT THE WRITTEN AUTHORIZATION OF STANDARD INSURANCE COMPANY.

STANDARD INSURANCE COMPANY			AS OF DATE 05/31/2023	PAGE 2
GCE0300-4* GROUP CLAIM EXPERIE	INCE		RUN DATE 06/28/2023	
POLICY 606122 CLARK COUNTY		FRC	DM 01/2021 THRU 05/2023	
CLAIM CLAIMANT S NUMBER NAME X COV PD	O *DATES* C BIRTH INCUR APPROV TERM	CAUSE P CODE N BENEFIT	AMOUNT PAID TOTAL PAID THIS PERIOD THIS CLAIM	RESERVE END RESERVE BEG OF PERIOD OF PERIOD
F TPD2 AL F TPD2 AL	2 09/1956 06/2014 06/2021 2 11/1952 12/2005 12/2022	30,000.00 32,500.00		19,500.00 21,125.00
	PRODUCT - AL			549,250.00 598,000.00
F TPD2 BL F TPD2 BL F TPD2 BL	2 06/1950 07/2001 03/2002 1 10/1951 12/2001 08/2002 05/2023 2 12/1945 04/2001 09/2003 08/2022			4,225.00 4,225.00 32,500.00 3,250.00
F TPD2 BL M TPD2 BL F TPD2 BL F TPD2 BL	2 02/1969 01/2005 02/2006 11/1945 12/2004 10/2006 2 11/1952 12/2005 12/2007 3 09/1952 02/2008 04/2008 06/2022	20,000.00 13,000.00		13,000.00 13,000.00 8,450.00 8,450.00 25,350.00 13,000.00
F TPD2 BL F TPD2 BL	2 08/1952 12/2007 08/2008 2 03/1951 04/2008 03/2009 05/2022	13,000.00		8,450.00 13,000.00 13,000.00
M TPD2 BL F TPD2 BL M TPD2 BL	1 07/1953 03/2009 05/2009 0 02/1955 04/2009 08/2009 1 06/1954 05/2009 08/2009	40,000.00 20,000.00 97,000.00		26,000.00         26,000.00           13,000.00         13,000.00           63,050.00         63,050.00
M TPD2 BL F TPD2 BL F TPD2 BL	3 01/1978 04/2009 10/2009 2 05/1954 12/2009 04/2010 8 01/1963 08/2010 11/2010	20,000.00 20,000.00 20,000.00		13,000.0013,000.0013,000.0013,000.0013,000.0013,000.00
M TPD2 BL M TPD2 BL M TPD2 BL	1 05/1955 11/2010 01/2011 3 06/1954 04/2011 08/2012 06/2022 2 03/1957 01/2010 04/2012 05/2022			65,650.00 65,650.00 13,000.00 13,000.00
M TPD2 BL M TPD2 BL F TPD2 BL	8 01/1955 08/2012 01/2013 2 04/1954 08/2013 06/2014 7 10/1957 12/2013 06/2014	44,000.00 25,000.00 85,000.00		28,600.00 28,600.00 16,250.00 16,250.00 55,250.00 55,250.00
M TPD2 BL F TPD2 BL M TPD2 BL	3 11/1965 08/2014 10/2014 2 09/1956 06/2014 01/2021 3 03/1956 04/2015 02/2018	25,000.00 50,000.00		16,250.00 16,250.00 3,750.00 32,500.00 32,500.00
M TPD2 BL F TPD2 BL	1 09/1955 02/2015 07/2016 2 07/1964 07/2015 10/2016	70,000.00 62,000.00		45,500.0045,500.0040,300.0040,300.00
F TPD2 BL M TPD2 BL F TPD2 BL	2 08/1977 05/2015 07/2016 1 05/1966 10/2016 05/2017 1 11/1954 12/2005 05/2018	25,000.00 25,000.00		16,250.00         16,250.00           16,250.00         16,250.00           32,500.00         32,500.00
F TPD2 BL M TPD2 BL M TPD2 BL	1 08/1964 08/2017 07/2018 07/2022 2 12/1958 01/2018 12/2018 0 11/1961 02/2020 12/2020 03/2022	25,000.00		13,000.00 16,250.00 16,250.00 16,250.00
F TPD2 BL	2 09/1956 06/2014 01/2021	25,000.00		16,250.00

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STANDARD INSURANCE COMPANY			AS OF DATE 05	/31/2023	PAGE 3	i
GCE0300-4* GROUP CLAIM EXPERIE	NCE		RUN DATE 06	/28/2023		
POLICY 606122 CLARK COUNTY		FRO	M 01/2021 THRU	05/2023		
CLAIM CLAIMANT S NUMBER NAME X COV PD	O ** CAUSE P C BIRTH INCUR APPROV TERM CODE N	BENEFIT	AMOUNT PAID THIS PERIOD	TOTAL PAID THIS CLAIM	RESERVE END OF PERIOD	RESERVE BEG OF PERIOD
F TPD2 BL F TPD2 BL	2 11/1952 12/2005 12/2022 2 06/1968 10/2021 03/2023	25,350.00 25,000.00			16,477.50 16,250.00	
	PRODUCT - BL				573,202.50	707,375.00
	SUBTOTAL PENDING - TPD2 SUBTOTAL OTHER - TPD2 COVERAGE - TPD2					1,328,125.00 1,328,125.00
F DEP DL	12/1973 05/2023				20,000.00	
	PRODUCT - DL				20,000.00	
	COVERAGE - DEP				20,000.00	
M AD&D AA M AD&D AA	08/1974 07/2021 10/2021 11/2021 08/1974 07/2021 10/2021 11/2021		250,000.00 25,000.00	250,000.00 25,000.00		
	PRODUCT - AA		275,000.00	275,000.00		
M AD&D BA	08/1974 07/2021 10/2021 11/2021		25,000.00	25,000.00		
	PRODUCT - BA		25,000.00	25,000.00		
	COVERAGE - AD&D		300,000.00	300,000.00		
E M LTD LT C F LTD LT G M LTD LT J M LTD LT	0 05/1966 10/2016 01/2017 NS 2 06/1955 01/2018 04/2018 09/2021 NS 2 03/1955 09/2018 12/2018 11/2021 NS 6 08/1982 04/2019 07/2019 07/2021 NA	3,208.46	53,895.34 883.33 1,100.00 25,184.34	136,742.81 15,349.45 62,225.53 81,769.67	157,430.15	188,187.66 589.00 588.00 226,998.16

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GCE0300-4\* GROUP CLAIM EXPERIENCE

POLICY 606122 CLARK COUNTY

AS OF DATE 05/31/2023

PAGE 4

RUN DATE 06/28/2023

FROM 01/2021 THRU 05/2023

CLAIM CLAIM	MANT S		0 **	CAUSE	Р		AMOUNT PAID	TOTAL PAID	RESERVE END	RESERVE BEG
NUMBER NAM	ME X COV	PD	C BIRTH INCUR APPROV TERM	CODE	Ν	BENEFIT	THIS PERIOD	THIS CLAIM	OF PERIOD	OF PERIOD
	J M LTD			NS		5,108.95	104,224.55	170,495.83	165,717.03	180,212.02
	S M LTD		2 03/1962 07/2019 09/2019 09/2021			6,495.02	20,890.61	78,631.23		7,219.00
	S M LTD		0 09/1956 08/2019 11/2019 04/2023				20,518.66	105,320.90		96,556.42
	A M LTD		2 07/1965 11/2019 05/2020 05/2022				15,223.92	15,923.92		1,450.00
	J M LTD		6 08/1955 11/2019 05/2020 07/2022				9,175.03	29,284.14		1,083.00
	M M LTD			0S		3,986.12	41,257.48	73,685.72	77,864.09	15,798.48
	S F LTD		0 04/1956 06/2020 08/2020 07/2022				1,878.44	4,578.74		22,351.15
	J F LTD		3 01/1980 02/2020 10/2020 12/2020			2,962.40	628.69	628.69		
			2 12/1957 09/2020 01/2021 03/2021			2,336.54	7,094.69	7,094.69		40,889.45
T M LTD	LT		02/1965 01/2021 07/2021 03/2023				88,554.57	88,554.57		
K M LTD			1/1967 03/2021 10/2021 11/2021	NS		3,849.79	24,125.48	24,125.48		
N M LTD LT			0 10/2021 09/2022 NA			3,266.59	67,967.26	67,967.26		
	R F LTD	LT		NS		2,866.88	59,373.39	59,373.39	5,117.80	
	R M LTD			NS		3,531.78	19,836.48	19,836.48	92,067.83	
	B M LTD	LT	3 03/1972 09/2021 03/2022 02/2022	NS		5,042.25	12,562.57	12,562.57		
	D F LTD			NS		4,458.22	21,150.80	21,150.80	84,398.29	
	E M LTD	LT	2 10/1968 12/2021 03/2022	NS		2,653.95	37,303.63	37,303.63	137,140.32	
	A M LTD	LT	3 03/1965 09/2022 11/2022 02/2023	NS		3,333.67	5,954.90	5,954.90		
	L F LTD	LT	1 07/1978 08/2022 02/2023 03/2023	NS		1,613.05	7,369.34	7,369.34		
	D F LTD	LT	1 06/1968 10/2021 02/2023	0S		2,487.05	33,080.83	33,080.83	10,535.00	
	K M LTD	LT	2 09/1970 06/2022	NS	Р	4,228.81			74,004.18	
	K F LTD	LT	2 02/1955 04/2009 08/2009 04/2021	OA			2,691.16	125,797.48		4,277.85
	D F LTD	LT	8 01/1978 04/2009 09/2009	NS		2,085.34	29,618.86	198,252.48	144,192.78	151,638.35
	T F LTD	LT	6 01/1963 08/2010 11/2010	NS		2,339.82	33,257.78	174,859.86	72,811.60	97,594.38
	G M LTD	LT	3 05/1955 11/2010 01/2011 07/2021	NS			23,486.79	438,437.43		10,495.04
	R M LTD	LT	1 03/1957 01/2010 02/2011 05/2022	OA		1,976.83	13,619.04	132,966.86		22,443.62
	R M LTD	LT	6 01/1955 08/2012 12/2012 03/2021	NS			2,378.89	69,622.38		589.00
	J F LTD	LT	1 07/1968 04/2012 08/2013 01/2022	NS		1,788.26	-17,545.22	161,415.89		88,219.35
	C F LTD	LT	6 10/1957 12/2013 05/2014	NS		4,248.07	50,005.15	240,508.17	982.42	80,416.67
	J M LTD	LT	9 11/1965 08/2014 09/2014	NS		2,819.96	21,632.84	88,264.37	56,989.78	66,217.62
	C F LTD	LT	1 09/1956 06/2014 10/2014 01/2023	NS			9,210.20	80,615.22		7,241.20
	R M LTD	LT	0 09/1955 02/2015 08/2015 11/2021	NS			14,900.72	133,185.55		7,259.90
	A F LTD	LT	1 08/1977 05/2015 09/2015	NA		1,646.32	15,901.28	63,779.44	86,322.02	89,332.29
TF	LTD LT 16	97/19	964 07/2015 10/2015	NS		3,421.50	40,875.50	145,158.41	110,109.33	130,874.22
	R M LTD	LT	8 03/1956 04/2015 12/2015 07/2022	OA		-	10,651.12	115,371.69	-	20,222.70
	F LTD L			NS		1,906.81	21,077.49	165,574.48	66,648.48	79,011.52
				NS		1,596.60	25,827.40	326,848.62	5,245.63	24,420.25
						-	-	-	-	-
			SUBTOTAL PENDING - LT						74,004.18	
			SUBTOTAL OTHER - LT				976,823.33	3,819,668.90	1,273,572.55	1,662,176.30
			PRODUCT - LT				976,823.33	3,819,668.90	1,347,576.73	1,662,176.30

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STANDARD INSURANCE COMPANY	AS OF DATE 05/31/2023	PAGE 5						
GCE0300-4* GROUP CLAIM EXPERIENCE	RUN DATE 06/28/2023							
POLICY 606122 CLARK COUNTY	FROM 01/2021 THRU 05/2023							
CLAIM CLAIMANT S O *DATES* CAUSE P	AMOUNT PAID TOTAL PAID	RESERVE END RESERVE BEG						
NUMBER NAME X COV PD C BIRTH INCUR APPROV TERM CODE N B	ENEFIT THIS PERIOD THIS CLAIM	OF PERIOD OF PERIOD						
S M LTD L2 2 03/1962 07/2019 05/2021 07/2019 NS	1,100.21 1,100.21							
S M LTD L2 2 03/1962 07/2019 08/2021 07/2019 NS	571.43 571.43							
S M LTD L2 2 03/1962 07/2019 11/2021 07/2019 NS	500.00 500.00							
S M LTD L2 2 03/1962 07/2019 05/2022 07/2019 NS	2,661.29 2,661.29							
SUBTOTAL PENDING - L2								
SUBTOTAL OTHER - L2	4,832.93 4,832.93							
PRODUCT - L2	4,832.93 4,832.93							
S M LTD L6 2 03/1962 07/2019 04/2021 07/2019 NS	570.00 570.00							
E M LTD L6 2 10/1968 12/2021 12/2022 12/2021 NS	1,558.20 1,558.20							
SUBTOTAL PENDING - L6								
SUBTOTAL OTHER - L6	2,128.20 2,128.20							
PRODUCT - L6	2,128.20 2,128.20							
B M LTD SB 3 03/1972 09/2021 03/2022 02/2022 NS	15,126.75 15,126.75							
L F LTD SB 1 07/1978 08/2022 03/2023 03/2023 NS	4,839.15 4,839.15							
SUBTOTAL PENDING - SB								
SUBTOTAL OTHER - SB	19,965.90 19,965.90							
PRODUCT - SB	19,965.90 19,965.90							
SUBTOTAL PENDING - LTD		74,004.18						
SUBTOTAL OTHER - LTD	1,003,750.36 3,846,595.93	-						
COVERAGE - LTD	1,003,750.36 3,846,595.93							
POLICY - 606122	2,090,750.36 4,933,595.93	2,512,779.23 2,990,301.30						
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OR AN AUTHORIZED REPRESENTATIVE OF THE POLICYHOLDER WHO HAVE A LEGITIMATE BUSINESS REASON TO EXAMINE THE INFORMATION. THESE REPORTS

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## **Clark County**

Contract number - 606122

Coverage Effective Date: 12/31/4000

## Long Term Disability

Experience: Paid Basis

From	1/1/2019	1/1/2020	1/1/2021	1/1/2022	1/1/2023	Totals
Through	12/31/2019	12/31/2020	12/31/2021	12/31/2022	5/31/2023	Totals

Lives *	1,840	1,875	1,822	1,776	1,781	9,094
Volume *	10,583,404	11,042,277	11,056,448	11,030,311	11,517,847	55,230,287
Earned Premium	784,054	813,689	821,780	827,920	359,749	3,607,192
Paid Claims	551,831	524,850	418,863	423,341	161,546	2,080,431
FICA	6,111	7,521	2,852	2,906	1,023	20,413
Change in Reported Reserves	-151,566	-111,099	-214,595	-74,645	-25,359	-577,264
Change in IBNR Reserves	-663	10,521	2,084	2,265	11,904	26,111
Incurred Claims	405,713	431,792	209,204	353,867	149,113	1,549,689
Loss Ratio	52%	53%	25%	43%	41%	43%

\* Data pulled from end of period



# **Claim Experience Report Key**

Line by Line Information

Item	Explanation	
Claim Number	System-assigned number	
Claimant Name	Last Name of claimant. If Dependent Life claims, last name of covered member.	
Gender	M = Male, F = Female	
Coverage	Type of Coverage:SD=State Mandated DisabilityLTD=Long Term DisabilitySTD=Short Term DisabilityTERM=Life InsuranceTPD2=Life Waiver of PremiumDEP=Dependent LifeAD&D=Accidental Death and Dismemberment	
Product	<ul> <li>BA / AA = Basic / Additional Accidental Death &amp; Dismemberment</li> <li>BL / AL = Basic / Additional Life</li> <li>ALB = Assisted Living Benefit</li> <li>ASL = Additional Spouse Dependent Life</li> <li>DL = Dependent Life</li> <li>L1 = Employer Reasonable Accommodation</li> <li>L2 = Employer (Non P.O.) Reasonable Accommodation =</li> <li>L4 = Employer Rehab Benefit</li> <li>L5 = Vendor Rehab Benefits - Training &amp; Ed</li> <li>L6 = Vendor Expense Benefit</li> <li>L7 = Member Rehab Benefits - Training &amp; Ed</li> <li>L8 = Member Expense Benefit</li> <li>OP = Optional LTD</li> <li>PB = Pension Contribution Benefit - Extended LTD</li> <li>SB / SO = Survivor Benefit - Basic / Optional</li> <li>LT = Long Term Disability</li> <li>XCL / XSL / XDL = Child / Spouse / Spouse and Child Dependents Life</li> </ul>	
Birth Date	The month and year in which the claimant was born.	
Incurred Date	The month and year in which death or disability occurred.	
Approved Date	The month and year the claim was approved by Standard.	
Term Date	The month and year the claim was closed.	
Pending	Claim is pending.	
Benefit	Shown only for STD and LTD – The benefit prior to any reduction for income from other sources (i.e., the gross benefit).	
Paid This Period	The amount paid during the time period covered by the claims run. Negative amounts reflect adjustment and/or overpayment recoveries.	
Paid This Claim	The total amount paid since the incurred date of the claim.	
Reserve End of Period	This is the reserve held by Standard at the end of the time period covered by the claims run (set aside to pay future liabilities).	
Reserve Beginning of Period	This is the reserve held by Standard at the beginning of the time period covered by the claims run (set aside to pay future liabilities).	

## SAMPLE CONTRACT ONLY, ADJUST AS NEEDED Clark County, Washington Contract Name

(For example Contract for Analysis of Rural Land Bank Potential with Jones Consulting) Solicitation No.\_\_\_\_\_ (the Purchase Order in Workday, or the name and number of your bid/small works quote/rfp (i.e. Rural Land Bank RFP 674))

THIS CONTRACT, entered this \_\_\_\_\_ day of \_\_\_\_\_ YEAR, by and between CLARK COUNTY, after this called "County," a political subdivision of the State of Washington, and (\*\*\*Insert Vendor Name), after this called "Contractor."

## WITNESSETH

WHEREAS, the Contractor has been chosen through a competitive process by the County (RFP # XXX/or appropriate procurement method)) and has the expertise to provide services for Clark County and to perform those services more particularly set out in the proposal attached hereto and incorporated herein by this reference as Exhibit A.

WHEREAS, Clark County does not have available staff to provide such services for the benefit of the services of Clark County, NOW, THEREFORE,

THE COUNTY AND THE CONTRACTOR MUTUALLY AGREE AS FOLLOWS:

1. <u>Services</u>. The Contractor shall perform services as set forth in Exhibit A.

2. <u>Time</u>. The contract shall be effective beginning (insert beginning date) and ending (insert ending date). These dates must be the same you put inside your RFP. Are there extensions available? They must be listed here also, and they must be the same a you listed in your RFP.

3. <u>Compensation</u>. County shall pay the Contractor for performing said services upon receipt of a written invoice according to the schedule set forth in Exhibit B, which is attached hereto and incorporated herein by this reference. The parties mutually agree that in no event

may the amount billing exceed <u>(the dollar amount in Exhibit "B")</u> without prior approval of the County.

4. <u>Termination</u>. The County may terminate this Contract immediately upon any breach by Contractor in the duties of Contractor as set forth in Contract. The waiver by the County of one or more breaches shall not be construed as a waiver of any subsequent breach or breaches. Either party may terminate this Contract without cause upon ninety (90) days prior written notice. Further, County may terminate this Contract upon immediate notice to Contractor in the event that the funding for the project ceases or is reduced in amount. The Contractor will be reimbursed for services expended up to the date of termination. Within fourteen (14) days of any termination the Contractor will provide all work products and working documents developed within the effective term of the contract.

5. <u>Independent Contractor</u>. The Contractor shall always be an independent Contractor and not an employee of the County and shall not be entitled to compensation or benefits of any kind except as specifically provided herein.

6. <u>Indemnification / Hold Harmless</u>. The Consultant shall defend, indemnify and hold the County, its officers, officials, employees and volunteers harmless from any and all claims, injuries, damages, losses or suits including attorney fees, arising out of or resulting from the negligent acts, errors or omissions of the Consultant in performance of this Contract, except for injuries and damages caused by the sole negligence of the County. Should a court of competent jurisdiction determine that this Contract is subject to RCW 4.24.115, then, in the event of liability for damages arising out of bodily injury to persons or damages to property caused by or resulting from the concurrent negligence of the Consultant and the County, its officers, officials, employees, and volunteers, the Consultant's liability, including the duty and cost to defend, hereunder shall be only to the extent of the Consultant's negligence. It is further specifically and expressly understood that the indemnification provided herein constitutes the

Consultant's waiver of immunity under Industrial Insurance, Title 51 RCW, solely for the purposes of this indemnification. This waiver has been mutually negotiated by the parties. The provisions of this section shall survive the expiration or termination of this Contract.

7. <u>Wage and Hour Compliance</u>. Contractor shall comply with all applicable provisions of the Fair Labor Standards Act and any other legislation affecting its employees and the rules and regulations issued thereunder insofar as applicable to its employees and shall always save County free, clear and harmless from all actions, claims, demands and expenses arising out of said act and the rules and regulations that are or may be promulgated in connection therewith.

8. <u>Social Security and Other Taxes</u>. The Contractor assumes full responsibility for the payment of all payroll taxes, use, sales, income or other form of taxes, fees, licenses, excises, or payments required by any city, federal or state legislation that is now or may during the term of this Contract be enacted as to all persons employed by the Contractor in performance of the work pursuant to this Contract and shall assume exclusive liability therefore, and meet all requirement's thereunder pursuant to any rules and regulations that are now and may be promulgated in connection therewith.

9. <u>Contract Documents:</u> Contract documents consist of this Contract, Exhibit A, a scope of work which consists of a proposal based on (bid, quote, RFP & #, (i.e. RFP #675), and Exhibit B, budget documents. (add in additional Exhibits if needed). If there is a conflict between the provisions of these documents, the provisions of this Contract shall control.

10. <u>Equal Employment Opportunity:</u> The Contractor will not discriminate against any employee or applicant for employment because of race, color, religion, gender, gender identity, sexual orientation, age, disability, marital status or national origin.

11. <u>Changes:</u> County may, from time to time, require changes in the scope of the services to be performed hereunder. Such changes including any increase or decrease in the amount of the Contractor's compensation which are mutually agreed upon by and between

County and the Contractor, shall be in writing, signed by both parties and incorporated in the written amendments to the Contract.

12. <u>Public Records Act</u>: Notwithstanding the provisions of this Contract to the contrary, to the extent any record, including any electronic, audio, paper or other media, is required to be kept or indexed as a public record in accordance with the Washington Public Records Act, RCW Chapter 42.56, as may hereafter be amended, Contractor agrees to maintain all records constituting public records and to produce or assist Clark County in producing such records, within the time frames and parameters set forth in state law. Contractor further agrees that upon receipt of any written public record request, Contractor shall, within two business days, notify Clark County by providing a copy of the request to the Clark County Public Records Officer/Department of ?.

13. <u>Governing Law</u>. This Contact shall be governed by the laws of the State of Washington. Venue for any litigation shall be in accordance with RCW 36.01.050.

14. <u>Confidentiality</u>. With respect to all information relating to County that is confidential and clearly so designated, the Contractor agrees to keep such information confidential.

15. <u>Conflict of Interest</u>. The Contractor covenants that it has had no interest and shall not acquire any interest, direct or indirect, which would conflict in any manner or degree with the performance of services hereunder. The Contractor further covenants that no person having such interest shall be employed by it or shall perform services as an independent contractor with it, in the performance of this contract.

16. <u>Liability Insurance.</u> The contractor specifically confirms and warrants that it has errors and omissions liability insurance with minimum limits of \$500,000 per occurrence and in the aggregate for each one-year period. Failure to provide proof of insurance within three (3) business days upon demand by the County is agreed by both parties to be a material breach of his Contract and may result in termination of this Contract pursuant to Paragraph four (4)

above.

17. <u>Consent and Understanding</u>. This Contact contains a complete and integrated understanding of the Agreement between the parties and supersedes any understandings, contract, or negotiations, whether oral or written, not set forth herein or in written amendments hereto duly executed by both parties.

18. <u>Severability</u>. If any provision of this contact is held invalid, the remainder would then continue to conform to the terms and requirements of applicable law.

IN WITNESS THEREOF, County and the Contractor have executed this Contract on the date first above written.

Signatory blocks, use the signatories that apply based on the size of the contract and funding sources and your department.

## County Manager signature block

CLARK COUNTY

, County Manager

By

Printed Name

(COMPANY – INC, LLC, CORP, ETC)

Approved As To Form Only: ANTHONY F. GOLIK *Prosecuting Attorney*  Title

By\_\_\_\_\_ Deputy Civil Prosecutor

County Council signature block IF NEEDED

COUNTY COUNCIL CLARK COUNTY, WASHINGTON Attest:

Clerk to the Council	By: , Chair
Approved as to Form Only: Anthony F. Golik Prosecuting Attorney	By:, Councilor
By Deputy Civil Prosecutor	
	By:, Councilor
	By:, Councilor
	By:

, Councilor