

**BENEFITS INFORMATION SUMMARY
PEACE OFFICERS' ASSOCIATION
PART TIME EMPLOYEES
(20-29 HOURS PER WEEK)
Effective January 1, 2012**

1. **Medical Insurance.** Choice of three different **Medical** plans for you and your eligible family members. Eligible after two months of continuous employment.

Medical Provider:	Employee Only	Employee & Spouse/DP	Employee & Child(ren)	Employee & Family
Providence - Open Option	\$75.89	\$75.89	\$75.89	\$75.89
Providence - Personal Option	\$71.48	\$71.48	\$71.48	\$71.48
Kaiser	\$0.00	\$0.00	\$0.00	\$0.00

2. **Employee Assistance Program.** Crisis intervention and short term counseling for you and your eligible family members.
3. **Vacation.** Accrued hours prorated based on your FTE percent. The chart below shows accrual levels for full time employees. To determine your accrual level, multiply your FTE by the Hours per Month accrual level.

	Full Time Accrual Levels	
After 6 full months	Credit of 48 hours	Maximum Accrual
7 months - 4 years	11.7 hours/month	240 hours
5 - 9 years	13.7 hours/month	240 hours
10 - 14 years	15.7 hours/month	320 hours
15 - 19 years	17.0 hours/month	320 hours
20 or more years	17.7 hours/month	360 hours

4. **Holidays.** 9 paid holidays and 2 floating holidays (hours paid prorated at your FTE percent).
5. **Sick Leave.** One day per month with unlimited accrual (hours paid prorated at your FTE percent).
6. **Bereavement Leave.** Three days upon death of immediate family member (hours paid prorated at your FTE percent).
7. **Survivors Benefits** - Continued medical insurance for eligible enrolled family members for up to 24 months following the death of an employee.
8. **Longevity.** After five years of employment:

Years of Service	Amount per Month
5 to 9 years	\$53.36
10 to 14 years	\$106.72
15 to 19 years	\$160.08
20 to 24 years	\$213.44
25 to 29 years	\$266.80
30 or more years	\$320.16

9. **Incentive Program.** Additional pay for education, community service, DPSST Certification and firearms qualification.
10. **Social Security.** County paid contributions of 7.65%.
11. **Public Employees Retirement System (PERS)/Oregon Public Service Retirement Plan (OPSRP).** After six (6) months of employment in a PERS or OPSRP covered position, the County will make contributions to the retirement fund and to the individual account program (6% Employer pickup) as allowed by law. PERS applies to employees hired before August 29, 2003.
12. **Worker's Compensation.** Fully paid supplement to statutory amount you receive for on-the-job injuries under Worker's Compensation to ensure 100% of monthly base pay, plus health and welfare benefits.
13. **Deferred Compensation.** County-paid contribution of 4% of base salary. You may defer additional income in the optional employee-paid retirement savings program.
14. **Retiree Medical Trust Fund.** County-paid contribution of 3% of base salary into trust to fund medical premium payments for eligible retirees.
15. **Long Term Care Insurance.** Optional employee paid coverage for nursing home and in-home care.

NOTE: This summary is general in nature. Specific terms of benefits are contained in insurance policies, the Personnel Ordinance, County Employment Policies and Practices and the Peace Officers' collective bargaining agreement.