

**BENEFITS INFORMATION SUMMARY  
PEACE OFFICERS' ASSOCIATION  
FULL TIME EMPLOYEES  
(30 OR MORE HOURS PER WEEK)  
Effective January 1, 2012**

1. **Health Insurance.** Eligible after two months of continuous employment.

Choice of three different **Medical** plans for you and your eligible family members:

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

Choice of two different **Dental** plans for you and your eligible family members.

<b>Dental Provider:</b>	Employee Only	Employee & Spouse/DP	Employee & Child(ren)	Employee & Family
<b>ODS - Incentive</b>	\$0.00	\$0.00	\$0.00	\$0.00
<b>Kaiser</b>	\$0.00	\$0.00	\$0.00	\$0.00

2. **Life Insurance.** \$75,000 County paid coverage (\$10,000 from first day of employment). Family Term Life coverage in the amount of \$2,000 for spouse/domestic partner and each child. Optional Accidental Death & Dismemberment (AD&D) and Group Universal Life Insurance programs. Eligible after two months of continuous employment.
3. **Disability Insurance.** Pays 60% of salary with a maximum benefit of \$1,999.80 per month (maximum insured salary level of \$3,333). Optional employee-paid buy-up. Eligible after two months of continuous employment.
4. **Employee Assistance Program.** Crisis intervention and short term counseling for you and your eligible family members.
5. **Vacation.** Eligible for paid vacation after six (6) full calendar months of employment.

After 6 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

6. **Holidays.** 9 paid holidays and 2 floating holidays.
7. **Sick Leave.** One day per month with unlimited accrual.
8. **Bereavement Leave.** Three days upon death of immediate family member.
9. **Survivors' Benefits** – County-paid medical/dental insurance for eligible enrolled family members for up to 24 months following the death of an employee.
10. **Longevity.** After five years of employment:

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

11. **Incentive Program.** Additional pay for education, community service, DPSST Certification and firearms qualification.
12. **Social Security.** County paid contributions of 7.65%.
13. **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.
14. **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.
15. **Deferred Compensation.** County-paid contribution of 4% of base salary. You may defer additional income in the optional employee-paid retirement savings program.
16. **Retiree Medical Trust Fund.** County-paid contribution of 3.25% of base salary into account to fund medical premium payments for eligible retirees.
17. **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.