PEACE OFFICERS ASSOCIATION

FULLTIME EMPLOYEES (30+ HOURS PER WEEK)
BENEFITS INFORMATION SUMMARY
2017

MEDICAL PLANS & MONTHLY COST	*Single*	*Married*	*Single w/ Child/ren*	*Family*
Kaiser	$0.00	$0.00	$0.00	$0.00
Providence Open Option/VSP Vision	$175.20	$175.20	$175.20	$175.20
Providence Personal Option/VSP Vision	$167.87	$167.87	$167.87	$167.87

DENTAL PLANS & MONTHLY COST		*Single*	*Married*	*Single w/ Child/ren*	*Family*
Kaiser		$0.00	$0.00	$0.00	$0.00
MODA Incentive		$0.00	$0.00	$0.00	$0.00
Dental Opt Out	**Cash Back**	$83.00	$83.00	$83.00	$83.00

WELLNESS AND EMPLOYEE ASSISTANCE PROGRAM

Numerous programs and classes for you to invest in your well-being
Up to 6 visits per incident for crisis intervention and short-term counseling

LIFE INSURANCE	*Coverage*	*Premium*
Employee	$75,000.00	$0.00
Dependents	$2,000.00	$0.00

Also available for purchase: Group Universal Life, Accidental Death & Dismemberment.

DISABILITY INSURANCE *After 30 days, plan pays 60% of your base salary up to a maximum monthly benefit of* *$1,999.80*
Also available for purchase: Supplemental Disability coverage up to a maximum covered monthly salary of *$10,000.00*

PAID TIME OFF *Monthly accruals (prorated for less than 1.0 FTE)*

Vacation	Service Accrual Plan	Maximum Carryover
< 5 Years	11.7	240
5 - 9 Years	13.7	240
10-14 Years	15.7	320
15-19 Years	17.0	320
20+ Years	18.3	360
Sick Leave	8.0	No limit

LONGEVITY (per month)

5 - 9 Years	$62.40
10-14 Years	$124.78
15-19 Years	$187.20
20-24 Years	$249.58
25-30 Years	$311.98
30+ Years	$374.36

Additional paid days

Holidays	9	**Bereavement**	*Up to 3 days per incident*
Personal Day	2	**Military**	*2 weeks per Federal budget year (October - September)*

RETIREMENT

Social Security	7.65%	**Deferred Comp**	4.00%
PERS "Pickup"	6.00%	**Medical Trust**	3.25%

Plus the County contributes to the PERS/OPSRP defined benefit retirement fund (percent varies)

OPTIONAL EMPLOYEE-PAID PLANS

Section 457 Deferred Compensation, Long Term Care, Home & Auto, Legal Insurance, Pet Insurance, AFLAC

SURVIVORS' BENEFITS

County-paid health insurance for eligible family members for 24 months following the death of the employee

INCENTIVE PROGRAM

Additional pay for education, community service, DPSST certification and firearms qualification.

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