

PEACE OFFICERS ASSOCIATION (PT)

**PARTTIME EMPLOYEES (20-29 HOURS PER WEEK)
BENEFITS INFORMATION SUMMARY
2025**

MEDICAL PLANS & MONTHLY COST	<i>Single</i>	<i>Married</i>	<i>Single w/ Child/ren</i>	<i>Family</i>
Kaiser	\$0.00	\$0.00	\$0.00	\$0.00
Providence Open Option/VSP Vision	\$125.64	\$125.64	\$125.64	\$125.64
Providence Personal Option/VSP Vision	\$107.54	\$107.54	\$107.54	\$107.54
Medical Opt Out - HRA VEBA Contribution	\$176.00	\$176.00	\$176.00	\$176.00

WELLNESS AND EMPLOYEE ASSISTANCE PROGRAM

*Numerous programs and classes for you to invest in your well-being
EAP includes 6 visits per issue for counseling, 24/7 unlimited phone, research retrieval, financial coaching, and more*

LIFE INSURANCE

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

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)

NON-SWORN EMPLOYEES*	
Flat Rate**	Percentage
5 - 9 Years	79.92
10-14 Years	159.84
15-19 Years	239.76
20-24 Years	319.68
25-30 Years	399.60
30+ Years	479.52

*For Longevity/Incentive pay for sworn employee, see POA Collective Bargaining Agreement

**Flat rate longevity only to employees hired before November 8, 2023

Additional paid days

Holidays	10	Bereavement	<i>Up to 3 days per incident</i>
Personal Day	2	Military	<i>2 weeks per Federal budget year (October - September)</i>

RETIREMENT

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

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

OPTIONAL EMPLOYEE-PAID PLANS

Section 457 Deferred Compensation, Flexible Spending Account, Long Term Care, Legal Insurance, HRA VEBA, 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, 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.