

PEACE OFFICERS ASSOCIATION (PT)

PARTTIME EMPLOYEES (20-29 HOURS PER WEEK) BENEFITS INFORMATION SUMMARY 2026

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	\$138.44	\$138.44	\$138.44	\$138.44
Providence Personal Option/VSP Vision	\$111.38	\$111.38	\$111.38	\$111.38
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)

	Service Accrual Plan	Maximum Carryover
Vacation		
< 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

Additional paid days

Holidays	10	Bereavement
Personal Day	2	Military

Up to 3 days per incident
2 weeks per Federal budget year (October - September)

LONGEVITY (per month)

NON-SWORN EMPLOYEES*

Flat Rate**	Percentage
82.19	1.0%
164.38	1.5%
246.57	2.0%
328.76	2.5%
410.95	3.5%
493.14	4.0%

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

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

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.