

2024	NONREPRESENTED				REPRESENTED				PEACE OFFICERS			
MEDICAL												
	Single	Married	Single w/ Child/ren	Family	Single	Married	Single w/ Child/ren	Family	Single	Married	Single w/ Child/ren	Family
Kaiser												
Employer	735.36	1,470.72	1,323.64	2,206.00	693.80	1,467.86	1,313.04	2,241.84	786.16	1,572.34	1,415.10	2,358.50
Employee	38.70	77.40	69.66	116.10	80.26	80.26	80.26	80.26	-	-	-	-
	<u>774.06</u>	<u>1,548.12</u>	<u>1,393.30</u>	<u>2,322.10</u>	<u>774.06</u>	<u>1,548.12</u>	<u>1,393.30</u>	<u>2,322.10</u>	<u>786.16</u>	<u>1,572.34</u>	<u>1,415.10</u>	<u>2,358.50</u>
Composite Equivalent				1,605.02				1,605.02				1,697.00
Employer							95%	<u>1,524.76</u>				
Employee								80.26				
Providence Personal Option/VSP Vision												
Employer	788.50	1,575.10	1,420.24	2,364.54	744.64	1,572.64	1,409.64	2,403.64	721.50	1,532.50	1,372.50	2,347.50
Employee	41.50	82.90	74.76	124.46	85.36	85.36	85.36	85.36	90.50	90.50	90.50	90.50
	<u>830.00</u>	<u>1,658.00</u>	<u>1,495.00</u>	<u>2,489.00</u>	<u>830.00</u>	<u>1,658.00</u>	<u>1,495.00</u>	<u>2,489.00</u>	<u>812.00</u>	<u>1,623.00</u>	<u>1,463.00</u>	<u>2,438.00</u>
Composite Equivalent				1,707.00				1,707.00				1,810.00
Employer							95%	<u>1,621.64</u>				<u>1,719.50</u>
Employee								85.36				90.50
Providence Open Option/VSP Vision												
Employer	867.34	1,730.90	1,560.84	2,597.30	810.20	1,719.20	1,540.20	2,631.20	742.54	1,608.54	1,438.54	2,478.54
Employee	45.66	91.10	82.16	136.70	102.80	102.80	102.80	102.80	126.46	126.46	126.46	126.46
	<u>913.00</u>	<u>1,822.00</u>	<u>1,643.00</u>	<u>2,734.00</u>	<u>913.00</u>	<u>1,822.00</u>	<u>1,643.00</u>	<u>2,734.00</u>	<u>869.00</u>	<u>1,735.00</u>	<u>1,565.00</u>	<u>2,605.00</u>
Composite Equivalent				2,056.00				2,056.00				2,029.00
Employer							95%	<u>1,953.20</u>				<u>1,902.54</u>
Employee								102.80				126.46
Medical Opt Out - Cash Back	83.00	164.00	148.00	247.00	185.00	185.00	185.00	185.00	176.00	176.00	176.00	176.00
Medical Opt Out - HRA Contribution												

	NONREPRESENTED				REPRESENTED				PEACE OFFICERS			
DENTAL												
Kaiser												
Employer	102.02	201.98	140.80	241.76	102.02	201.98	140.80	241.76	102.02	201.98	140.80	241.76
Employee	-	-	-	-	-	-	-	-	-	-	-	-
	<u>102.02</u>	<u>201.98</u>	<u>140.80</u>	<u>241.76</u>	<u>102.02</u>	<u>201.98</u>	<u>140.80</u>	<u>241.76</u>	<u>102.02</u>	<u>201.98</u>	<u>140.80</u>	<u>241.76</u>
Composite:				183.00				183.00				183.00
MODA Preventive												
Employer	79.00	158.00	112.00	193.00	79.00	158.00	112.00	193.00				
Employee	-	-	-	-	-	-	-	-				
	<u>79.00</u>	<u>158.00</u>	<u>112.00</u>	<u>193.00</u>	<u>79.00</u>	<u>158.00</u>	<u>112.00</u>	<u>193.00</u>				
Composite:				149.00				149.00				
MODA Incentive												
Employer	89.00	181.00	127.00	217.00	89.00	181.00	127.00	217.00	74.00	147.00	105.00	177.00
Employee	-	-	-	-	-	-	-	-	-	-	-	-
	<u>89.00</u>	<u>181.00</u>	<u>127.00</u>	<u>217.00</u>	<u>89.00</u>	<u>181.00</u>	<u>127.00</u>	<u>217.00</u>	<u>74.00</u>	<u>147.00</u>	<u>105.00</u>	<u>177.00</u>
Composite:				168.00				168.00				139.00
MODA 50%												
Employer	108.29	213.14	147.16	255.60	169.96	199.96	179.96	211.96				
Employee Cash Back	(48.00)	(94.00)	(65.00)	(113.00)	(87.00)	(87.00)	(87.00)	(87.00)				
FICA/PERS	(29.29)	(58.14)	(41.16)	(69.60)	(51.96)	(51.96)	(51.96)	(51.96)				
	<u>31.00</u>	<u>61.00</u>	<u>41.00</u>	<u>73.00</u>	<u>31.00</u>	<u>61.00</u>	<u>41.00</u>	<u>73.00</u>				
Composite:				57.00				57.00				
Dental Opt Out												
Employer	78.29	153.14	107.16	183.60	139.96	139.96	139.96	139.96	139.96	139.96	139.96	139.96
Employee Cash Back	(49.00)	(95.00)	(66.00)	(114.00)	(88.00)	(88.00)	(88.00)	(88.00)	(88.00)	(88.00)	(88.00)	(88.00)
FICA/PERS	(29.29)	(58.14)	(41.16)	(69.60)	(51.96)	(51.96)	(51.96)	(51.96)	(51.96)	(51.96)	(51.96)	(51.96)
EAP												
Employer Paid	\$3.30	\$3.30	\$3.30	\$3.30	\$3.30	\$3.30	\$3.30	\$3.30	\$3.30	\$3.30	\$3.30	\$3.30
WELLNESS												
Employer Paid	\$2.86	\$2.86	\$2.86	\$2.86	\$2.86	\$2.86	\$2.86	\$2.86	\$2.86	\$2.86	\$2.86	\$2.86

	Elected/ Nonrep Group 1	Elected/ Nonrep Group 2	Nonrep Housing Authority	EA	HA/EA	DTD	WES	FOPPO	C-COM (Non- Dispatch)	C-COM (Dispatch)	POA
LIFE INSURANCE											
Face Value	\$ 150,000	\$ 150,000	\$ 150,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 75,000	\$ 50,000	\$ 50,000	\$ 75,000
Employer Paid Premium	\$22.20	\$22.20	\$22.20	\$ 6.80	\$ 6.80	\$ 6.80	\$ 6.80	\$10.20	\$ 6.80	\$ 6.80	\$10.20
Face Value (Opt Down Coverage)	\$ 50,000	\$ 50,000	\$ 50,000								
Employer Premium	\$22.94	\$22.85	\$22.94								
Employee Cash Back	\$ (11.00)	\$ (11.00)	\$ (11.00)								
FICA/PERS Premium	\$ (4.54) \$ 7.40	\$ (4.45) \$ 7.40	\$ (4.54) \$ 7.40								
\$5000 Dependent - Employee Paid	\$2.38	\$2.38	\$2.38	\$2.38	\$2.38	\$2.38	\$2.38	\$2.38	\$2.38	\$2.38	\$0.38
\$2000 Dependent - Employer Paid											
AD&D - Employee - Employee Paid	\$0.040	\$0.040	\$0.040	\$0.040	\$0.040	\$0.040	\$0.040	\$0.040	\$0.040	\$0.040	\$0.040
AD&D - Employee/Family - Employee Paid	\$0.060	\$0.060	\$0.060	\$0.060	\$0.060	\$0.060	\$0.060	\$0.060	\$0.060	\$0.060	\$0.060
DISABILITY											
Short-Term Buy-Up Rate per \$100 Salary	\$ 0.24	\$ 0.24	\$ 0.24	\$ 0.24	\$ 0.24	\$ 0.24	\$ 0.24	\$ 0.24	\$ 0.24	\$ 0.24	\$ 0.24
Long-Term Buy-Up Rate per \$100 Salary	\$ 0.34	\$ 0.34	\$ 0.34	\$ 0.34	\$ 0.34	\$ 0.34	\$ 0.34	\$ 0.34	\$ 0.34	\$ 0.34	\$ 0.34
Maximum Covered Salary	\$ 3,333	\$ 3,333	\$ 3,333	\$ 3,333	\$ 3,333	\$ 3,333	\$ 3,333	\$ 3,333	\$ 3,333	\$ 3,333	\$ 3,333
Employee Paid Buy-Up Max Salary	\$ 8,333	\$ 8,333	\$ 8,333	\$ 8,333	\$ 8,333	\$ 8,333	\$ 8,333	\$ 8,333	\$ 8,333	\$ 8,333	\$ 10,000
DEFERRED COMPENSATION											
Employer Paid	6.27%	0.00%						4.00%	1-3.5% Matc	1-3.5% Matc	4.00%
PERS/OPSRP PENSION											
Employee Rate - County Paid	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
Employer Rate - PERS Tier 1 & 2	27.59%	26.81%	19.54%	27.59%	19.54%	27.59%	27.59%	27.59%	27.59%	27.59%	27.59%
OPSRP General Service	22.57%	21.26%	14.85%	22.57%	14.85%	22.57%	22.57%	22.57%	22.57%	22.57%	22.57%
OPSRP Police & Fire	27.36%	25.62%						27.36%			27.36%
FICA											
Social Security	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%
Medicare	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
RETIREE MEDICAL FUND											
Employer Paid - % of Base Salary	3.50%	(Sheriff's Office Employees Only - POA Union)									
	3.50%	(Sheriff's Office Employees Only - Command)									

	Elected/ Nonrep	Nonrep Housing Authority	EA	HA/EA	DTD	WES	FOPPO	C-COM (Non- Dispatch)	C-COM (Dispatch)	POA
LONGEVITY										
5 - 9 Years	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	\$ 73.49
10-14 Years	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	\$ 146.98
15-19 Years	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	\$ 220.47
20-24 Years	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	\$ 293.96
25-30 Years	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.0%	3.0%	\$ 367.45
30+ Years	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	3.5%	3.5%	\$ 440.94
VACATION ACCRUALS (MONTHLY)**										
< 5 Years	12.7	12.7	8.7	8.7	8.7	8.7	8.7	10.7	19.1	11.7
Annual Maximum Carryover	280	280	250	250	250	218	280	240	240	240
5 - 9 Years	14.0	14.0	10.7	10.7	10.7	10.7	10.7	12.7	21.1	13.7
Annual Maximum Carryover	280	280	250	250	250	218	280	240	240	240
10-14 Years	16.0	16.0	12.7	12.7	12.7	12.7	12.7	14.7	23.1	15.7
Annual Maximum Carryover	280	280	250	250	250	258	280	280	280	320
15-19 Years	18.0	18.0	14.7	14.7	14.7	14.7	14.7	16.0	24.4	17.0
Annual Maximum Carryover	280	280	250	250	250	258	280	280	280	320
20+ Years	19.3	19.3	16.7	16.7	16.7	16.7	16.7	16.7	25.1	18.3
Annual Maximum Carryover	280	280	250	250	250	258	280	280	280	360
VACATION SELLBACK ACCRUALS (MONTHLY)**										
Accrual (all years of service)	16	16	12	12	12	12	12			
Annual Maximum Carryover	280	280	250	250	250	250	250			
SICK LEAVE										
Monthly accrual	8	8	8	8	8	8	8	8	8	8
No Maximum Carryover										
HOLIDAYS										
Regular	10	10	10	10	10	10	10	10	0	10
Personal (Floating Holiday)	1	1	1	1	1	1	1	2	0	2

Note: Elected Officials do not receive longevity pay, nor do they accrue vacation, sick leave or Personal Holidays.

**Employees hired prior to 01/01/01 have a choice between the regular Vacation plan and the Vacation Sell Back plan.

Employees hired on or after 01/01/01 are enrolled in the Vacation Sell Back plan (except CCOM & POA).

Employees may sell one week of vacation each calendar year as long as they have taken at least one week of vacation during that year.

CCOM Dispatch employees earn additional vacation time in lieu of most holidays.