PEACE OFFICERS ASSOCIATION

FULLTIME EMPLOYEES (30+ 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

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**	$88.00	$88.00	$88.00	$88.00

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	*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

Additional paid days

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

LONGEVITY (per month)

NON-SWORN EMPLOYEES*

	Flat Rate**	Percentage
5 - 9 Years	82.19	1.0%
10-14 Years	164.38	1.5%
15-19 Years	246.57	2.0%
20-24 Years	328.76	2.5%
25-30 Years	410.95	3.5%
30+ Years	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.