

**PEACE OFFICERS ASSOCIATION**

**FULLTIME EMPLOYEES (30+ HOURS PER WEEK)  
BENEFITS INFORMATION SUMMARY  
2019**

<b>MEDICAL PLANS &amp; MONTHLY COST</b>	<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	\$90.80	\$90.80	\$90.80	\$90.80
Providence Personal Option/VSP Vision	\$85.96	\$85.96	\$85.96	\$85.96
Medical Opt Out - HRA VEBA Contribution	\$176.00	\$176.00	\$176.00	\$176.00

<b>DENTAL PLANS &amp; MONTHLY COST</b>	<i>Single</i>	<i>Married</i>	<i>Single w/ Child/ren</i>	<i>Family</i>
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  
Up to 6 visits per incident for crisis intervention and short-term counseling*

<b>LIFE INSURANCE</b>	<i>Coverage</i>	<i>Premium</i>
Employee	\$75,000.00	\$0.00
Dependents	\$2,000.00	\$0.00

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

<b>DISABILITY INSURANCE</b>	<i>After 30 days, plan pays 60% of your base salary up to a maximum monthly benefit of</i>	\$3,333.00
	<i>Also available for purchase: Supplemental Disability coverage up to a maximum covered monthly salary of</i>	\$10,000.00

<b>PAID TIME OFF</b> <i>Monthly accruals (prorated for less than 1.0 FTE)</i>			<b>LONGEVITY (per month)</b>	
	<b>Service Accrual Plan</b>	<b>Maximum Carryover</b>		
<b>Vacation</b>			<b>5 - 9 Years</b>	\$67.33
< 5 Years	11.7	240	<b>10-14 Years</b>	\$134.66
5 - 9 Years	13.7	240	<b>15-19 Years</b>	\$201.99
10-14 Years	15.7	320	<b>20-24 Years</b>	\$269.32
15-19 Years	17.0	320	<b>25-30 Years</b>	\$336.65
20+ Years	18.3	360	<b>30+ Years</b>	\$403.98
<b>Sick Leave</b>	8.0	No limit		

*Additional paid days*

<b>Holidays</b>	9	<b>Bereavement</b>	<i>Up to 3 days per incident</i>
<b>Personal Day</b>	2	<b>Military</b>	<i>2 weeks per Federal budget year (October - September)</i>

**RETIREMENT**

<b>Social Security</b>	7.65%	<b>Deferred Comp</b>	4.00%
<b>PERS "Pickup"</b>	6.00%	<b>Medical Trust</b>	3.50%

*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.