

PEACE OFFICERS ASSOCIATION

**FULLTIME EMPLOYEES (30+ HOURS PER WEEK)
BENEFITS INFORMATION SUMMARY
2020**

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	\$99.90	\$99.90	\$99.90	\$99.90
Providence Personal Option/VSP Vision	\$93.50	\$93.50	\$93.50	\$93.50
Medical Opt Out - HRA VEBA Contribution	\$176.00	\$176.00	\$176.00	\$176.00

DENTAL 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
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	<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.

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 <i>Monthly accruals (prorated for less than 1.0 FTE)</i>			LONGEVITY (per month)	
	Service Accrual Plan	Maximum Carryover		
Vacation			5 - 9 Years	\$67.32
< 5 Years	11.7	240	10-14 Years	\$134.64
5 - 9 Years	13.7	240	15-19 Years	\$201.96
10-14 Years	15.7	320	20-24 Years	\$269.28
15-19 Years	17.0	320	25-30 Years	\$336.60
20+ Years	18.3	360	30+ Years	\$403.92
Sick Leave	8.0	No limit		

Additional paid days

Holidays	9	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	3.50%

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, 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.