

**PEACE OFFICERS ASSOCIATION**

**FULLTIME EMPLOYEES (30+ HOURS PER WEEK)  
BENEFITS INFORMATION SUMMARY  
2025**

MEDICAL PLANS & MONTHLY COST	Single w/			
	Single	Married	Child/ren	Family
Kaiser	\$0.00	\$0.00	\$0.00	\$0.00
Providence Open Option/VSP Vision	\$125.64	\$125.64	\$125.64	\$125.64
Providence Personal Option/VSP Vision	\$107.54	\$107.54	\$107.54	\$107.54
Medical Opt Out - HRA VEBA Contribution	\$176.00	\$176.00	\$176.00	\$176.00

DENTAL PLANS & MONTHLY COST	Single w/			
	Single	Married	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	LONGEVITY (per month)		
			NON-SWORN EMPLOYEES*		
			Flat Rate**	Percentage	
< 5 Years	11.7	240	5 - 9 Years	79.92	1.0%
5 - 9 Years	13.7	240	10-14 Years	159.84	1.5%
10-14 Years	15.7	320	15-19 Years	239.76	2.0%
15-19 Years	17.0	320	20-24 Years	319.68	2.5%
20+ Years	18.3	360	25-30 Years	399.60	3.5%
Sick Leave	8.0	No limit	30+ Years	479.52	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

*Additional paid days*

Holidays	10	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	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.