

CITY OF TUALATIN BENEFITS SUMMARY
POLICE OFFICERS ASSOCIATION

(The information provided here is a basic summary only and does not include all provisions of each plan. Official plan documents, Bargaining Unit Contracts, and City policies and manuals supersede this document.)

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|------------------|-------------------------------|---------|
| VACATION: | 1 to less than 3 years..... | 12 days |
| | 3 to less than 5 years..... | 14 days |
| | 5 to less than 10 years..... | 17 days |
| | 10 to less than 15 years..... | 20 days |
| | 15 or more years..... | 22 days |

SICK LEAVE: Twelve (12) days per year accumulates.

HEALTH & FITNESS

The City pays on a tiered plan schedule for either Regence Blue Cross Co-Pay Plan A with Alternative Care, Hearing aid, Drug and VSP vision or Kaiser Medical with Alternative Care, Vision, Hearing aid and Drug coverage. Dental coverage with orthodontia may be either Delta, Willamette or Kaiser. Employee contribution to the premium is determined by number of persons insured and the carriers selected.

The City has established an HRA-VEBA account with an initial one time contribution of \$500. It may be possible for other leave time and/or employee compensation to be directed to this account. Please contact Human Resources for specific plan information.

Recognizing that physical fitness is beneficial to the health and wellbeing of employees, in addition to lowering the potential costs of healthcare and work related injuries, a physical fitness incentive was established. Once per fiscal year employees will be required to participate in the DPSST certified ORPAT course. Those employees who successfully complete the ORPAT course in a time that is considered passing, will receive an incentive bonus subject to the IRS and Oregon payroll tax deduction. Employees who are newly hired, and who have passed the ORPAT as a condition of their employment process with the City of Tualatin, will receive the incentive for the year in which they were hired, beginning six (6) months after the date they were hired.

LIFE:

The City provides a policy of 1.5 times the officer's annual salary, up to a maximum benefit of \$200,000 (on/off-the-job coverage per ORS 243.025); and, an additional \$10,000 (on-the-job only coverage.)

DISABILITY: The City provides Long Term Disability Coverage for all employees that provides 66-2/3% of their monthly salary, up to a maximum monthly benefit of \$7000.

RETIREMENT: Public Employees Retirement System. The City pays both the employer contribution and the employee contribution (6.00%).

HOLIDAYS:

Police Department sworn employees are provided holidays on the basis of an In-Lieu-of Holidays (ILH) plan. Employees receive eight (8) hours per month ILH time.

ADDITIONAL BENEFITS:

Upon request, the City will furnish an annual membership in the employee's name at the Tri-County Gun Club, or an equivalent costing firearms range. Employee must practice at least twice per year in addition to on-duty training to qualify for this benefit. Upon request each sworn officer shall be provided 500 rounds per year in one lot of practice pistol ammunition.

**CERTIFICATION
PAY:**

Officers are eligible to receive additional compensation for professional certification received through the State of Oregon Department of Public Safety Standards and Training. Officers are responsible to submit to the City the required certification documentation to receive the additional compensation. This compensation shall be:

| DPSST Certification | | +AA* | + 1000 hours DPSST recognized training/ instructor time | +BA* | + 2000 hours DPSST recognized training/ instructor time |
|----------------------------|----|------|---|-------|---|
| Intermediate | 5% | 8% | 8% | 9.50% | 9.50% |
| Advanced | 8% | 10% | 10% | 11% | 11% |