

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.)

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 B with Alternative Care, Hearing aid, Drug and VSP vision or Kaiser Medical Co Pay Plan B with Alternative Care, Vision, Hearing aid and Drug coverage. Dental coverage with orthodontia may be either Delta, Willamette or Kaiser. Employee's 8% 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 statutory life (on-the-job only coverage.)

DISABILITY: The City provides Long Term Disability Coverage at 66.75% of Officer earnings, up to a maximum monthly benefit of \$6667.

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 4 hours each pay periods per year, up to 26 bi-weekly pay periods, 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. \$250 annual stipend for boot allowance.

VEBA: The City will make a one-time initial contribution of \$500 into a VEBA account for each police management employee, as long as the employee has not already received the contribution as a Tualatin Police Officer. 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.

ORPAT: 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 is provided. Once per fiscal year sworn police officers 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. Sworn police 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.

Continuous Years of Service	Full Incentive	Re-Test Incentive
0- 36 months	\$510	\$255
37 to 60 months	\$765	\$382.50
61 to 120 months	\$1020	\$510
121 to 180 months	\$1275	\$637.50
181 + months	\$1530	\$765

**CERTIFICATION
PAY:**

Police Officers are eligible to receive additional compensation for professional certification received through the State of Oregon Department of Public Safety Standards and Training. Sergeants 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%

*or equivalent hours

FLEX TIME: Officer(s) assigned to 10 hour shifts are will receive 1.5 hours of Flex Time per pay period.