

CITY OF TUALATIN BENEFITS SUMMARY POLICE SERGEANTS

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

VACATION:	<p>Vacation time accrues on a per pay period basis.</p> <table><tr><td>0-36 months</td><td>96 hours per year</td></tr><tr><td>37-60 months</td><td>120 hours per year</td></tr><tr><td>61-120 months</td><td>144 hours per year</td></tr><tr><td>121-180 months</td><td>160 hours per year</td></tr><tr><td>181-240 months</td><td>176 hours per year</td></tr><tr><td>240+ months</td><td>192 hours per year</td></tr></table> <p>Employees may sell a maximum of 40 hours of vacation once per fiscal year. An equivalent amount of concurrent vacation hours must be taken within two weeks of the sell back.</p>	0-36 months	96 hours per year	37-60 months	120 hours per year	61-120 months	144 hours per year	121-180 months	160 hours per year	181-240 months	176 hours per year	240+ months	192 hours per year
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SICK LEAVE:	<p>Twelve (12) days per year accumulates, on a per pay period basis. Non-exempt management hired before January 1, 2016, who have accumulated 96 base hours of sick leave may sell back any of the current fiscal year's unused sick leave accrual, over the 96 hour base, at the end of each fiscal year.</p>												
HEALTH:	<p>The City pays 92% of the most expensive combination of medical and dental (including ortho) health insurance premium for full time employees and their dependents, including domestic partners. The employee has the option of either Regence Blue Cross Copay Plan E. (\$250 individual/\$750 family deductible) Medical, including Alternative Care, RX7 drug, VSP Vision and Hearing Aid; or Kaiser Medical Copay B with Alternative Care, Vision, Hearing Aid and Drug. Dental options are Delta, Kaiser or Willamette, all include an orthodontia benefit. The City will contribute \$500 into a Tax Free HRA/VEBA account for each employee newly promoted into the bargaining unit. The City will contribute one thousand dollars (\$1,000) into a Tax Free HRA/VEBA account for each lateral new hire.</p>												
LIFE:	<p>The City provides a policy on the employee (on/off-the-job coverage) equal to 1.5 times their annual salary (max. benefit of \$200,000). Police Department sworn management employees also receive an additional \$10,000 (on-the-job only coverage) per ORS 243.005-243.055.</p>												
DISABILITY:	<p>The City provides Long Term Disability Coverage for Sergeants that provides 66-2/3% of their monthly salary, up to a maximum monthly benefit of \$7000.</p>												
RETIREMENT:	<p>Public Employees Retirement System (PERS). Effective December 11, 2015, the City pays the employer and the mandatory 6% employee contribution. Employee's hired after 8/23/03 will be covered by the Oregon Public Service Retirement Plan and subject to the criteria of that plan. The City contributes 1.5% of base salary into a 401a retirement plan.</p>												
HOLIDAYS:	<p>Sergeants shall accrue 9.33 hours per month of in-lieu-of holiday time.</p>												
GUN CLUB MEMBERSHIP & PRACTICE AMMUNITION:	<p>Upon request the City may furnish any sworn employee one of the following: an annual individual membership in the employee's name at the Tri-County Gun Club, membership at an equivalent costing firearms range, or reimbursement for off duty non-department firearms training equaling the cost of a yearly membership at the Tri-County Gun Club.. Upon request, each sworn employee shall be provided 500 rounds per year in one lot of practice pistol ammunition.</p>												

FITNESS:

Once per fiscal year Sergeants 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.

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 Sergeants 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%
Supervisory	10%	11.5%	11.5%	12.5%	12.5%

*or equivalent hours

FLEX TIME:

Sergeant(s) assigned to 10 hour shifts are will receive 1.5 hours of Flex Time per pay period. Sergeants assigned to 12-hours shifts will receive 3.5 hours of Flex Time each pay period. Flex time is capped at 40 hours and holds no monetary value.

All benefits listed are based on continuous full time service. Part time service benefits are prorated.