

Police Union Employees
Benefits Overview

Probation: Regular probation is eighteen months for all new employees unless otherwise stated.

Compensation: Pay day is the last working day of the month. You may arrange for a draw of up to one-third of the gross monthly salary, payable on the 15th of each month. You may also arrange for direct deposit at any of the local banks.

Medical, Dental and Vision Insurance: Beginning the first day of the month following employment, the City will pay 100% of the premium for the employee's medical, dental and vision insurance and 85% of the premiums for dependents. Insurance premiums for part-time employees are pro-rated based on a 40 hour work week.

Medical insurance is provided through Providence; dental insurance is provided through Advantage Dental; and vision is provided through Superior Vision.

You may pay for insurance premiums through a flexible spending account (Section 125) through BCI Group to pay pre-tax and may also use this program for pre-tax medical and/or child care expense reimbursement.

Group Life and Accident Insurance; Long Term Disability Insurance: UNUM Provident provides a \$10,000 Life and Accident Insurance policy for each employee at no cost to the employee. The City also pays for Long Term Disability through UNUM.

Supplemental life insurance may be purchased through UNUM at the employee's expense.

Retirement: Police Union retirement plan is through Standard Insurance Company. The City contributes a total of 22.6% of wages for sworn personnel and 13.5% for non-sworn personnel. The City pays both the employer and employee portions of the retirement contribution.

Deferred Compensation: Employees may elect to establish a separate deferred compensation account through Symetra, by contacting Agent Dorothy Davison at 541-296-4200 or through Northwestern Mutual Life, by contacting Agent Mary Kirchoffer at 541-296-1966.

Sick Leave: Full time employees are credited with eight hours of sick leave each month.

Vacation: Vacation is accrued at 6.67 hours per month but may not be used until the employee performs six months of continuous service.

Holidays: 40 hours of in-lieu-of holiday time is credited to the employee effective January 1, to be used by June 30, and an additional 40 hours is credited effective July 1, to be used by December 31. Please see union contract for additional information concerning holidays.

Police Union Contract Information: To receive a copy of your union contract and learn about union dues information, please contact:

Jeff Kienlen
The Dalles Police Department
401 Court Street
The Dalles, OR 97058