



2020 EMPLOYEE BENEFITS

- PTO accrual rate: (see union contract for patrolman variations)
 - Year 1 Three Weeks (15 days)
 - Years 2 – 6 Four Weeks (20 days)
 - Years 7 – 20 Five Weeks (25 days)
 - Years after 20 Six Weeks (30 days)
- 9 Paid holidays per year:
 - New Year's Day
 - Memorial Day
 - Independence Day
 - Labor Day
 - Veteran's Day
 - Thanksgiving Day
 - Day after Thanksgiving
 - Christmas Day
 - Employee's Birthday
- COID pays for a \$50,000 life insurance policy for each employee.
- COID pays a portion of the employee and their dependents premium for MASA Medical Emergency Transportation Services.
- COID currently pays 90% of the medical and dental insurance premiums for all full-time employees and their dependents. The current medical deductible is \$5,000. Monthly premiums are as follows:
 - Employee Only - \$71.12
 - Employee + Spouse - \$142.24
 - Employee + Children - \$131.57
 - Employee + Family - \$202.69
- COID participates in the Public Employees' Retirement System (PERS). Retirement contributions start 6 months after the employee has been at work for the District on a full time basis. The PERS benefit consists of two components: the Individual Account Program (IAP) and the Oregon Public Services Retirement Plan (OPSRP). The IAP works like a savings account. *The employee is required to contribute 6% of their gross wages for the month (through a payroll deduction) to PERS and it is credited to their IAP.* The employee is 100% vested in this account. If the employee leaves the District, he/she could apply to PERS for a distribution of these funds. If those funds are distributed prior to retirement age, they are subject to an IRS penalty. The OPSRP works like a defined benefit plan. The employee must work for 5 years before they are vested in the plan and is not eligible to receive any benefit from that plan until retirement. COID makes a monthly payment to PERS for OPSRP that is actuarially calculated.
- AFLAC – the employee may purchase a variety of insurance plans through AFLAC at their own expense.
- PacificSource Administrators – the employee may choose to set aside pre-tax dollars to pay both health and child care expenses that their expense.
- Oregon Saving and Growth – the employee may choose to have pre-tax dollars withheld from their paycheck at their expense and deposited into an investment account managed by OSGP.