

WASCO COUNTY SHERIFF DEPARTMENT
Wasco County Law Enforcement Association Benefits

Probation/Compensation

Eighteen (18) month probation for all new employees unless otherwise stated. Semi-monthly pay periods: 1) the 25th of each month for work performed the 1st thru 15th; and 2) the 10th for work performed the 16th thru 31st. Part-time employees who work over 21.75 hours per week will receive pro-rated benefits except for Medical/Dental/Life which will be the full benefit. Certificate pay (if applies): 2.5% of base salary for Intermediate DPSST Certificate; 5% for Advanced DPSST Certificate.

Life Insurance and Long Term Disability

The county provides \$5,000 Life/AD&D Insurance, Long Term Disability Insurance; \$10,000 Occupational Injury & Disease Coverage Policy for Safety Officers only. Supplemental Life Insurance is available.

Medical & Dental Insurance

Beginning on the first day of the month following two (2) full months of employment the County will pay 85% of the established Medical premiums for employees & their family (includes coverage for Vision) and 100% of Dental premiums for employees, based on the Wasco County Law Enforcement Association Collective Bargaining Agreement. Medical Insurance provider is Regence BlueCross of Oregon, Dental is with ODS Plan II, Vision is with VSP. A Flexible Spending Account (Section 125 cafeteria plan) and Supplemental Insurance are also available.

Retirement Plan

After six (6) months employment, or 600 hours, the County will contribute a specified percentage of employee's gross wages (employer contribution) *and* an additional amount equal to 6% (employee contribution) of the gross wages to the PERS retirement plan. Supplemental Deferred Compensation 457 Plans are also available.

Sick Leave

After six (6) months, or an equivalent number of hours (eight (8) hours per day = 1040 hours), employees are credited with 48 hours (8 hour day) of sick leave. Employees are then credited with 8 hours of sick leave per month. The employees must work the entire month in order to receive the monthly accrual.

Vacation

After completing one (1) full year of employment employees are credited with ten (10) days paid vacation. Employees then accrue vacation time on a monthly basis. Amount of accrual each month is based on length of service with the County.

Holidays

New Years Day	- January 1	Labor Day	- First Monday in September
Martin Luther King	- 3 rd Monday in January	Veterans Day	- November 11th
President's Day	- 3 rd Monday in February	Thanksgiving Day	- 4 th Thursday in November
Memorial Day	- Last Monday in May	Christmas Day	- December 25th
Independence Day	- July 4 th	Floating Holiday	- As scheduled w/ Mgmnt