



**Community Corrections Department  
Federation of Parole and Probation Officers Employee Benefits (FOPPO)**

**Probation/Compensation/Longevity**

Twelve (12) month probation for all new employees unless otherwise stated.

'Semi-monthly' - 24 pay periods per year: 1) the 25<sup>th</sup> of each month for work performed the 1<sup>st</sup> thru 15<sup>th</sup>; and 2) the 10<sup>th</sup> for work performed the 16<sup>th</sup> thru the end of the month.

*First pay check will be a hard copy check – pick up at Payroll or mailed.*

Longevity pay: additional \$25 /mo for 5 years of service, increasing by \$25 for each additional 5 years of service. Certificate pay: additional 2.5% of base pay for Intermediate DPSST Certificate; 5% for Advanced Certificate

**Life Insurance and Long Term Disability**

The County provides a \$5,000 Life Insurance/AD&D Policy (LifeMap) and Long Term Disability Insurance (Mutual of Omaha). Voluntary Supplemental Life Insurance is also available through payroll deduction.

**Medical/Dental/Vision Insurance**

*Part-time employees that work over 21.75 hours per week will receive pro-rated benefits except for Medical/Dental/Life which is the full benefit.*

Full medical, dental, and vision insurance is available for employees working more than 21.75 hours per month and is effective on the first day of the month following two (2) full months of employment.

**Medical:** the County will pay 100% of established Medical premiums for employees and 75% for their spouse and/or family (includes vision). Medical insurance provider is Regence Blue Cross/Blue Shield of Oregon and vision insurance is with VSP.

**Dental/Orthodontia:** the County will pay 100% of established dental premiums for employees only. Dental insurance is provided by Delta Dental.

A Flexible Spending Account (FSA - 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 your gross wages (employer contribution) into your PERS account. In addition, all employees will be required to contribute 6% of gross wages (employee contribution).

Voluntary Deferred Compensation/457 Retirement plans are available through Nationwide.

**Gym Membership**

Ask for the 'corporate rate at The Dalles Athletic Club – 10% discount!

**Sick Leave**

Employees are eligible to use Sick Leave after 90 days of employment. After three (3) months, employees are credited with 22.5 hours (7.5 hour day) or 24 hours (8 hour day) of sick leave. Employees are then credited with either 7.5 or 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 Year's Day	- January 1(observed 1/2/2023)	Labor Day	- First Monday in September
Martin Luther King	- 3 <sup>rd</sup> Monday in January	Veterans Day	- November 11 <sup>th</sup> (observed 11/10/2023)
President's Day	- 3 <sup>rd</sup> Monday in February	Thanksgiving Day	- 4 <sup>th</sup> Thursday in November
Memorial Day	- Last Monday in May	Christmas Day	- December 25th
Juneteenth	- June 19th		
Independence Day	- July 4 <sup>th</sup>	3 Personal Days	- As scheduled w/ Management