

Department of Public Safety Standards and Training Benefits and Compensation

Following is a brief summary of benefits available to full-time Department of Public Safety Standards and Training (DPSST) employees. Eligible part-time employees receive benefits on a prorated basis. This is a guide only and does not contain all rules and policies governing benefits. Benefits are subject to change at any time.

RETIREMENT: DPSST currently participates in the Public Employees Retirement System (PERS) and the Oregon Public Service Retirement Plan (OPSRP). Some positions qualify for Police and Fire benefits. Employees normally become eligible for membership the first of the month following completion of six full calendar months of service. Benefits include pension, disability, and death benefits. Employees' share of the retirement contribution is 6 percent of salary, but DPSST currently pays that on behalf of employees. Should employees leave the retirement plan prior to retirement, they normally can withdraw that employee portion, but it may be subject to income tax and a 10 percent penalty.

LEAVE ACCRUAL: 10 paid holidays, vacation leave earned at the rate of 8 hours per month, with increases in 5 year increments, 8 hours of sick leave monthly, and 24 hours of personal business leave yearly.

MEDICAL INSURANCE: A generous contribution toward individual and family health and dental insurance. Various medical and dental plans are available to choose from depending on employees' place of residence/work. DPSST subsidizes the premium amount above the state contribution. Employer paid \$5,000 basic life insurance with additional coverage available including long- and short-term disability plans, accidental death and dismemberment plans and long-term care insurance.

SALARY INCREASES: Salaries for each classification are determined through the collective bargaining process or Department of Administrative Services' compensation plan. Generally, an employee will start at the first step of the classification range.

Merit increases are given at annual periods after the initial date of hire until the top step of the salary range is reached; or, at six months after promotions and then at annual periods thereafter, until reaching the top step.

FREE PARKING: Parking is provided on the DPSST campus free of charge.

EMPLOYEE TRAINING AND DEVELOPMENT: DPSST is committed to investing in its employees' futures and careers through in-house and external workshops, seminars, and meetings.

DEFERRED COMPENSATION PLAN: This is a 457 deferred compensation plan that allows employees to save toward retirement by contributing a portion of their salary to the plan on a pretax basis. Contributions plus earnings grow on a tax-deferred basis until distributed. Employees choose from a number of investment options. Funds generally cannot be withdrawn until the employee retires or separates from state service.

EAP (Employee Assistance Program): This is a confidential counseling program available to all employees and their families. This program is to help employees and their families deal with difficult personal problems. The EAP is designed to provide short-term effective professional help in solving problems or finding someone who can help.

DEPENDENT CARE ACCOUNT: This is a flexible spending account, an excellent way to save on taxes. Employees may elect to have money withheld from their paychecks on a pretax basis to reimburse themselves for qualified dependent care expenses that are necessary so they or their spouse can work.

PUBLIC SAFETY CERTIFICATION: If you are currently certified or eligible to be certified as a public safety professional in Oregon, you may be able to maintain your certification if you meet the statutory requirements and agency policy.

NOTE: additional benefit options might be available to union-represented employees.