



CONCORD POLICE DEPARTMENT STANDARD OPERATING PROCEDURE

COWORKER BENEFITS

GENERAL ORDER: 03.02

CREATED: August 10, 2020

ISSUE DATE: March 15, 2023

CALEA STANDARD: 22.1.3

EFFECTIVE DATE: March 15, 2023

ACTION: Amends general order dated October 1, 2022.

03.02.0 **PURPOSE**

The purpose of this general order is to outline and describe benefits offered to coworkers, including retirement, health insurance, disability and death, employee assistance services, educational benefits and liability protection.

03.02.1 **POLICY**

It shall be the policy of the Concord Police Department and the City of Concord to provide a comprehensive benefits package for all full time, non-seasonal, coworkers.

03.02.2 **RETIREMENT**

Refer to City of Concord Personnel Policies and Procedures Manual, Article 7 (General Benefits), Section 7.1 (Retirement).

03.02.3 **HEALTH INSURANCE**

Refer to City of Concord Personnel Policies and Procedures Manual, Article 7 (General Benefits), Section 7.4 (Insurance Benefits), Section 7.5 (COBRA Law Information), Section 7.8 (Continuation of Insurance After Retirement).

03.02.4 **DISABILITY AND DEATH**

Refer to City of Concord Personnel Policies and Procedures Manual, Article 7 (General Benefits), Section 7.6 (Life Insurance) and Section 7.9 (Workers' Compensation).

03.02.5 **EMPLOYEE ASSISTANCE SERVICES**

Refer to City of Concord Personnel Policies and Procedures Manual, Article 7 (General Benefits), Section 7.3 (Employee Assistance Program).

03.02.6 **EDUCATIONAL BENEFITS**

Refer to City of Concord Personnel Policies and Procedures Manual, Article 7 (General Benefits), Section 7.12 (Training/Tuition Assistance).

03.02.7 **LIABILITY PROTECTION PROGRAM**

Liability protection insurance is provided for all department coworkers at no cost to the coworker. This program provides protection from liability arising from acts leading to personal injury, death, or property destruction that could lead to legal civil action against them.



GARY J. GACEK
CHIEF OF POLICE