

SUMMARY OF BENEFITS

(Management Group)

Medical/Vision Insurance – Copay F Plan with Alternative Care. Eligible on the first of the month following 30 days of employment.

- **Employee paid portion** - EE Only = **\$80.06**, EE + Spouse = **\$169.78**, EE + Child = **\$148.55**
EE + Children = **\$198.45**, Family = **\$228.90**

VEBA - eligible 1st of the month following 6 months of employment.

- Employer will contribute \$500 for single, \$1,000 for two-party, or \$1,500 for family on or around July 1st of every year. Your first year of employment will be prorated.

Dental Insurance – Pacific Source - eligible 1st of the month following 30 days of employment.

- Employee paid portion = **\$12.43/month**

Lifelight – Eligible after 6 months of employment.

- City-paid Air/Ground combination membership

Life Insurance

- City paid life insurance \$100,000 effective the first of the month following 30 days of employment.
- Employee paid life insurance \$1,000 - \$1,000,000.00 (optional)
 - (premium based on age, see brochure for fee schedule)
- Employee paid dependent life \$10,000 (optional) - \$2.66/month

Long-Term Disability Insurance – **4-month waiting period, and once deemed disabled**, they will cover 66 2/3% of wages up to \$6,667 per month.

Accidental Death and Dismemberment Insurance – up to \$100,000 benefit.

Aflac-Optional coverages

Nationwide-Optional retirement options

Retirement – Retirement is with Oregon PERS beginning the first of the month following six (6) months of employment, the Employer contribution is determined by PERS, the Employee contribution is 6% which is tax deferred. The City will contribute 6% of gross wages to a deferred compensation plan in lieu of an employer pick-up of the 6% employee PERS contribution for the duration of employment. During the first six (6) months of employment, the City will contribute a percentage of gross wages into a deferred compensation plan equal to the employer PERS contribution.

Vacation - accrue from date of hire

- Able to utilize after 6 months of employment has been completed

VACATION ACCRUAL

YEARS OF SERVICE	HOURS PER YEAR	HOURS PER MONTH	MAXIMUM CARRYOVER
1 THRU 5	96	8	192
6 THRU 10	120	10	240
11 THRU 15	160	13.33	320
16 THRU 20	184	15.33	368
OVER 20	200	16.67	400

Sick Leave – accrue from date of hire

- Able to utilize once 90 days of employment have been completed

SICK ACCRUAL

YEARS OF SERVICE	HOURS PER YEAR	HOURS PER MONTH	MAXIMUM ACCRUAL
ALL	96	8	960

Executive Vacation – 80 hour per fiscal year. First year of employment will be prorated.

Floating Holiday – 16 hours per fiscal year. First year of employment will be prorated.

Holiday Pay - following are paid holidays:

- Independence Day
- Labor Day
- Veteran’s Day
- Thanksgiving Day
- Day After Thanksgiving
- Christmas Day
- New Years Day
- Martin Luther King Day
- President’s Day
- Memorial Day