



NON-REPRESENTED EMPLOYEES BENEFITS SUMMARY – JANUARY 2020

INSURANCE

Medical and Dental Insurance

The City values its employees and works hard to offer plan options that are affordable for employees and their eligible dependents. As such, the City pays 100% of the \$3,000 deductible / \$6,000 maximum out-of-pocket plan, vision and either dental plan for employees and their eligible dependents. If employees chose to enroll in a lower deductible plan, when newly eligible, during open enrollment or a mid-year family status change, the cost is paid with pre-tax dollars.

Providence Health Insurance Offerings	Employee Monthly Cost
\$3,000 Ded / \$6,000 Max (\$6,000 / \$12,000 family)	\$0 – City pays 100%
\$2,500 Ded / \$5,000 Max (\$5,000 / \$10,000 family)	\$61.02
\$2,500 Ded / \$3,500 Max (\$5,000 / \$7,000 family)	\$122.74
\$1,500 Ded / \$3,500 Max (\$3,000 / \$7,000 family)	\$139.36
Vision Insurance	
Vision Services Plan (VSP)	\$0 – City pays 100%
Dental Insurance Offerings	
Willamette Dental Plan	\$0 – City pays 100%
Delta Dental Plan	\$0 – City pays 100%

Life and AD&D Insurance

Employee basic life insurance in the amount of \$50,000 and Accidental Death and Dismemberment (AD&D) in the amount of \$50,000 are provided through The Hartford. The cost is fully paid by the City. Employees have the option to purchase supplemental insurance that offers higher limits and dependent coverage.

Long Term Disability

The City provides employees with a monthly income disability insurance policy through The Hartford. The policy shall provide a maximum of 66 2/3% of an employee's monthly base salary after 90 days of disability.

RETIREMENT

PERS

The City participates in the Oregon Public Employees Retirement System (PERS) for Tier One/Tier Two and for employees hired after August 29, 2003, the Oregon Public Service Retirement Plan (OPSRP). PERS is 100% fully paid as the City pays both the employer and employee's Individual Account Program (IAP) contributions.

Deferred Compensation (Section 457 Plan)

Voluntary deferred compensation programs are provided by the City. Employees may defer up to \$19,500 annually and those who are age 50 and over can defer an additional \$6,500 annually.

LEAVE BENEFITS

[Sick Leave](#)

Paid sick leave is earned for each employee at a rate of four (4) hours per pay period for a maximum of 96 hours earned per year.

[Vacation](#)

Vacation time off with pay is accrued on a prorated monthly basis. Employees may accrue a maximum of two times their annual accrual.

Service in Months	Annual Accrual
0 up to 60	144 hours
60 up to 120	184 hours
120 up to 180	224 hours
180 up to 240	244 hours
240 or more	264 hours

[Holidays](#)

Employees receive the following nine (9) paid holidays per year.

- New Year's Day
- Memorial Day
- Thanksgiving
- Martin Luther King Day
- Independence Day
- The day after Thanksgiving
- Presidents Day
- Labor Day
- Christmas

OTHER BENEFITS

[Health Reimbursement Arrangement \(HRA-VEBA\)](#)

The City contributes \$150 to each employee's HRA VEBA account each pay period. Additionally, sick leave in excess of 960 hours for a 40-hour week employee is contributed at 50% to the employee's HRA VEBA account.

[Flexible Spending Account \(FSA\)](#)

The FSA allows employees to set aside pre-tax dollars for qualifying medical expenses for themselves and their tax dependents. Employees have the option to enroll in the Health Care and/or Dependent Care FSA. The Health Care FSA reimburses employees for medical, dental, vision and prescription drug expenses. The Dependent Care FSA reimburses employees for employment-related dependent care costs for qualified dependents.

[Aflac](#)

The City partners with Aflac who offers a variety of different voluntary benefits to help close the gap where traditional insurance might not pick up coverage.

[LegalShield](#)

The City partners with LegalShield who offers two voluntary products that can help provide resources with writing a will, setting up an estate plan, or simply protection from Identity Theft.

[Wellness Program](#)

The City's Wellness Program promotes physical, social, emotional, intellectual, financial and environmental wellness with various goals and challenges to participate in throughout the year. Preventative testing is available and offered in hopes to reduce risk factors for a healthy, and happy workforce. Employees may qualify for wellness incentives by completing milestones set within the program. Additionally, the City has a fully equipped fitness center available 24 hours a day.