

City of Albany

Benefits Summary – AFSCME

July 1, 2024

INSURANCE

Medical, Dental & Vision	Full medical, dental, and vision coverage for employee and all eligible dependents with City paying approximately 95% of premium. Employee contribution is approximately \$51 per month, and family coverage is approximately \$147 per month. Dependent opt out option is only available if spouse/domestic partner is contributing to a HSA-qualifying plan.
Life/AD&D	City-paid \$75,000 employee life insurance policy. (Employer-paid premium exceeding the life insurance value of \$50,000 is taxable.)
Long-Term Disability	Benefit is 66 2/3% of employee’s monthly salary after a 90-day waiting period. Premium fully paid by the City.
Supplemental (Employee paid)	Optional insurance plans available: (Coverage may not be guaranteed and may require underwriting approval.) Short-term Disability – Coverage is guaranteed for new employees. Cost of purchased coverage varies. A 7-day waiting period with a 90-day maximum benefit. Additional term life insurance – Available coverage for employee, spouse, and eligible dependents. Accident, Cancer, Hospital, Intensive Care, and Specific Event Insurance – Available coverage for employee, spouse, and eligible dependents.

RETIREMENT

PERS / OPSRP	Participation in the Oregon Public Employee Retirement System. City pays employers contribution and employee’s 6% contribution.
Deferred Compensation	Benefit is one-half of one percent (0.5%) of base pay paid by City into a 457 pre-tax deferred compensation plan with employee-selected provider: ICMA-RC or Nationwide Retirement Solutions. Employees may also make contributions to a 457 pre-tax or Roth deferred compensation.

LEAVE BENEFITS

Vacation	Vacation accruals are as follows: (Accruals available after six months of continuous City service). <table border="1" data-bbox="467 1503 1425 1942"> <thead> <tr> <th>Months of Continuous Service</th> <th>Semi-monthly Accrual Rate (hours)</th> <th>Equivalent Annual (hours)</th> <th>Maximum Accrual (hours) <i>2 x Annual</i></th> </tr> </thead> <tbody> <tr> <td>1 through 48 months</td> <td>4.0</td> <td>96</td> <td>192</td> </tr> <tr> <td>49 through 96 months</td> <td>5.0</td> <td>120</td> <td>240</td> </tr> <tr> <td>97 through 144 months</td> <td>5.5</td> <td>132</td> <td>264</td> </tr> <tr> <td>145 through 168 months</td> <td>5.75</td> <td>138</td> <td>276</td> </tr> <tr> <td>169 through 228 months</td> <td>6.0</td> <td>144</td> <td>288</td> </tr> <tr> <td>229 months and over</td> <td>6.25</td> <td>150</td> <td>300</td> </tr> </tbody> </table>	Months of Continuous Service	Semi-monthly Accrual Rate (hours)	Equivalent Annual (hours)	Maximum Accrual (hours) <i>2 x Annual</i>	1 through 48 months	4.0	96	192	49 through 96 months	5.0	120	240	97 through 144 months	5.5	132	264	145 through 168 months	5.75	138	276	169 through 228 months	6.0	144	288	229 months and over	6.25	150	300
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LEAVE BENEFITS CONTINUED

Sick Leave	Sick leave accruals are as follows: (Accruals available after its earned)										
	<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="width: 50%;">Semi-monthly Accrual Rate (hours)</th> <th style="width: 50%;">Maximum Accrual (hours)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">4</td> <td style="text-align: center;">950</td> </tr> </tbody> </table>	Semi-monthly Accrual Rate (hours)	Maximum Accrual (hours)	4	950						
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Sick Leave Incentive Program	Upon PERS retirement, a proration of unused sick leave may be rolled into employee's VEBA account (see VEBA benefit below).										
Holiday Time	The following paid holidays are observed each year:										
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Floating Holiday	Floating holiday hours are credited each year as follows: (Unused balances at end of calendar year do not roll over and are not subject to being paid out.)										
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Bereavement Leave	Bereavement Leave up to 5 days with pay per death occurrence for covered family member(s). May be supplemented by use of other applicable leave accruals.										
OTHER BENEFITS											
Education Reimbursement	Reimbursement of 75% of tuition and book fees for successful completion of pre-approved, job-related college courses or courses within an institutional approved degree program.										
Employee Assistance Program	Access to the City's confidential Employee Assistance Programs (EAP) for employees and eligible dependents.										
Flexible Spending Plan (125)	Deferral plan for dependent care, eligible insurance premiums, and out-of-pocket medical expenses paid on pre-tax basis. Employee must enroll annually on a calendar year.										
Voluntary Employee Benefits Association (VEBA Trust)	Annual employer-paid contribution to a VEBA Trust account when enrolled in City's health insurance plan. City contribution of \$1,000 for single health coverage or \$2,000 for family health coverage. Funds can be used for out-of-pocket health care expenses.										
Longevity Incentive	Employees are eligible for longevity awards/pay at 10, 14, 19, 22, and 27 years of continuous employment in the bargaining unit.										

NOTES: 1) All benefits and contributions listed on this summary are subject to change. 2) All benefits listed on this summary are for full-time employees; part-time employees' benefits are pro-rated based on the employee's budgeted FTE or in some instances, may not apply. Please contact Human Resources staff at hr@cityofalbany.net with any questions.