

City of Albany Benefit Summary

Fire Union Employees – Effective July 1, 2023

(Life-Safety Services – 40-hour employees)

INSURANCE

<p>Medical</p> <p>Dental</p> <p>Vision</p>	<p>Coverage for employee and family; the City pays 95% of the premium, based on current rates. (Opt out is available only if spouse or domestic partner is contributing to an HSA contribution qualifying plan.)</p> <p>Fire union employees pay a composite rate for employee only, employee plus spouse, or employee plus family medical, dental, and vision coverage. The current employee contribution is \$120.86 per month.</p>
Life/AD&D	<p>Employees are provided \$50,000 of life insurance and each dependent is provided \$2,000 of coverage. This life insurance benefit is fully paid by the City.</p>
Long-term Disability	<p>This benefit provides 66 2/3% of employee's monthly salary after a 90-day waiting period and premium is fully paid by the City.</p>
Supplemental (Employee paid)	<p>There are optional insurance plans in which an employee can enroll at their expense. (Coverage may not be guaranteed and may require underwriting approval.)</p> <p>Short-term Disability – Coverage is guaranteed for new employees. The amount of coverage the employee may purchase varies, and there is a 7-day waiting period with a 90-day maximum benefit.</p> <p>Additional term life insurance – Coverage is available for the employee, spouse, and eligible dependents.</p> <p>Accident, Cancer, Hospital, Intensive Care, and Specific Event Insurance – Coverage is available for employee, spouse, and eligible dependents.</p>
Domestic Partner	<p>The City of Albany provides employees' opposite and same-gender domestic partner insurance benefits.</p>

RETIREMENT

PERS / OPSRP	<p>The City participates in the Oregon Public Employee Retirement System (OPSRP). Employees are eligible to become members of the OPSRP after six full months of employment. The City pays the six percent employee contribution.</p>
Deferred Compensation	<p>The City contributes two percent (2.0%) of the employee's regular base pay into a 457 pre-tax deferred compensation plan with ICMA-RC or Nationwide Retirement Solutions (employee chooses which company). Employees may also make contributions to a 457 pre-tax or Roth deferred compensation plan with either company.</p>

LEAVE BENEFITS

Vacation	<p>After completing twelve (12) full months of service, employees are eligible to use their accrued vacation leave. Life Safety services (40-hour) employees shall accrue vacation leave as follows:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Months of Continuous Service</th> <th style="text-align: center;">Semi-monthly Accrual Rate (hours)</th> <th style="text-align: center;">Equivalent Annual (hours)</th> <th style="text-align: center;">Maximum Accrual (hours) <i>2 x Annual</i></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1 through 48 months</td> <td style="text-align: center;">3.34</td> <td style="text-align: center;">80.16</td> <td style="text-align: center;">160</td> </tr> <tr> <td style="text-align: center;">49 through 94 months</td> <td style="text-align: center;">4.67</td> <td style="text-align: center;">112.08</td> <td style="text-align: center;">224</td> </tr> <tr> <td style="text-align: center;">95 through 168 months</td> <td style="text-align: center;">5.34</td> <td style="text-align: center;">128.16</td> <td style="text-align: center;">256</td> </tr> <tr> <td style="text-align: center;">169 through 228 months</td> <td style="text-align: center;">6.34</td> <td style="text-align: center;">152.16</td> <td style="text-align: center;">304</td> </tr> <tr> <td style="text-align: center;">229 months and over</td> <td style="text-align: center;">7.0</td> <td style="text-align: center;">168</td> <td style="text-align: center;">336</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	3.34	80.16	160	49 through 94 months	4.67	112.08	224	95 through 168 months	5.34	128.16	256	169 through 228 months	6.34	152.16	304	229 months and over	7.0	168	336
Months of Continuous Service	Semi-monthly Accrual Rate (hours)	Equivalent Annual (hours)	Maximum Accrual (hours) <i>2 x Annual</i>																						
1 through 48 months	3.34	80.16	160																						
49 through 94 months	4.67	112.08	224																						
95 through 168 months	5.34	128.16	256																						
169 through 228 months	6.34	152.16	304																						
229 months and over	7.0	168	336																						

LEAVE BENEFITS CONTINUED

Sick Leave	<p>Life-safety employees shall accrue leave according to the following table:</p> <table border="1" data-bbox="456 149 1066 260"> <thead> <tr> <th data-bbox="456 149 781 212">Semi-monthly Accrual Rate (hours)</th> <th data-bbox="781 149 1066 212">Maximum Accrual (hours)</th> </tr> </thead> <tbody> <tr> <td data-bbox="456 212 781 260">4.0</td> <td data-bbox="781 212 1066 260">1250</td> </tr> </tbody> </table>	Semi-monthly Accrual Rate (hours)	Maximum Accrual (hours)	4.0	1250						
Semi-monthly Accrual Rate (hours)	Maximum Accrual (hours)										
4.0	1250										
Holiday Time	<p>Life-safety employees receive nine paid holidays per calendar year as follows:</p> <table border="1" data-bbox="456 344 1440 606"> <tbody> <tr> <td data-bbox="456 344 937 396">New Year's Day</td> <td data-bbox="937 344 1440 396">Veterans' Day</td> </tr> <tr> <td data-bbox="456 396 937 449">Martin Luther King Day</td> <td data-bbox="937 396 1440 449">Thanksgiving Day</td> </tr> <tr> <td data-bbox="456 449 937 501">Memorial Day</td> <td data-bbox="937 449 1440 501">Friday after Thanksgiving Day</td> </tr> <tr> <td data-bbox="456 501 937 554">Independence Day</td> <td data-bbox="937 501 1440 554">Christmas Day</td> </tr> <tr> <td data-bbox="456 554 937 606">Labor Day</td> <td data-bbox="937 554 1440 606"></td> </tr> </tbody> </table>	New Year's Day	Veterans' Day	Martin Luther King Day	Thanksgiving Day	Memorial Day	Friday after Thanksgiving Day	Independence Day	Christmas Day	Labor Day	
New Year's Day	Veterans' Day										
Martin Luther King Day	Thanksgiving Day										
Memorial Day	Friday after Thanksgiving Day										
Independence Day	Christmas Day										
Labor Day											
Holiday Leave	<p>Additionally, life-safety employees receive holiday accrued leave time. Any holiday leave not used as of December 31 each year shall be converted to vacation and/or sick leave at the employee's discretion.</p> <table border="1" data-bbox="456 724 1440 848"> <thead> <tr> <th data-bbox="456 724 781 787">Semi-monthly Accrual Rate (hours)</th> <th data-bbox="781 724 1440 787">Maximum Accrual (hours)</th> </tr> </thead> <tbody> <tr> <td data-bbox="456 787 781 848">1.0</td> <td data-bbox="781 787 1440 848">Must convert remaining hours December 31 of each year to Vacation or Sick Leave</td> </tr> </tbody> </table>	Semi-monthly Accrual Rate (hours)	Maximum Accrual (hours)	1.0	Must convert remaining hours December 31 of each year to Vacation or Sick Leave						
Semi-monthly Accrual Rate (hours)	Maximum Accrual (hours)										
1.0	Must convert remaining hours December 31 of each year to Vacation or Sick Leave										
Bereavement Leave	<p>The City grants up to 5 days of leave with pay per occurrence when an employee suffers a death in their immediate family. This leave can be supplemented by use of vacation and/or comp time at the employee's election, and employees may supplement further with sick leave for OFLA-covered family members.</p>										
OTHER BENEFITS											
Education Reimbursement	<p>Employees are eligible for 100% education reimbursement for tuition and books for pre-approved courses and training. (Reimbursement that exceeds \$5,250 annually will be taxed as income, per IRS rules.)</p>										
Employee Assistance Program	<p>Employees and family members are eligible to participate in the City's Employee Assistance Program (EAP). An extensive confidential EAP is made available through telephone consultation, face-to-face, and/or online.</p>										
Flexible Spending Plan (125)	<p>Employees are eligible for participation in a deferral plan for dependent care, employee portion of group health insurance premium expenses, and unreimbursed health-related expenses upon initial enrollment as a new employee and re-enrollment on an annual basis.</p>										
Longevity Incentive	<p>Employees are eligible for longevity pay at 10, 15, and 20 years of continuous employment.</p>										

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.