

City of Albany Benefit Summary

Fire Union Employees – Effective July 1, 2023

(Emergency Services – 56-hour employees)

INSURANCE

<p>Medical</p> <p>Dental</p> <p>Vision</p>	<p>The City pays approximately 95% of the premium for full-time employees. (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>
<p>Life/AD&D</p>	<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>
<p>Long-term Disability</p>	<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>
<p>Supplemental (Employee paid)</p>	<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>
<p>Domestic Partner</p>	<p>The City of Albany provides employees' opposite and same-gender domestic partner insurance benefits.</p>

RETIREMENT

<p>PERS / OPSRP</p>	<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>
<p>Deferred Compensation</p>	<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

<p>Vacation / Holiday</p>	<p>After completing twelve (12) full months of service, employees are eligible to use their accrued vacation/holiday leave. Emergency services employees shall accrue vacation/holiday leave as follows:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="4" style="text-align: center;">56-hour Shift Personnel</th> </tr> <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 60 months</td> <td style="text-align: center;">11.5</td> <td style="text-align: center;">276</td> <td style="text-align: center;">552</td> </tr> <tr> <td style="text-align: center;">61 through 120 months</td> <td style="text-align: center;">13.5</td> <td style="text-align: center;">324</td> <td style="text-align: center;">648</td> </tr> <tr> <td style="text-align: center;">121+ months</td> <td style="text-align: center;">16.0</td> <td style="text-align: center;">384</td> <td style="text-align: center;">768</td> </tr> </tbody> </table> <p>Note: Vacation and holiday leave accruals are combined for Emergency Services personnel.</p>	56-hour Shift Personnel				Months of Continuous Service	Semi-monthly Accrual Rate (hours)	Equivalent Annual (hours)	Maximum Accrual (hours) <i>2 x Annual</i>	1 through 60 months	11.5	276	552	61 through 120 months	13.5	324	648	121+ months	16.0	384	768
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LEAVE BENEFITS CONTINUED

Sick Leave	<p>Emergency Services personnel shall accrue leave according to the following table:</p> <table border="1" data-bbox="469 119 1115 285"> <thead> <tr> <th colspan="2" data-bbox="472 119 1112 170">56-hour Shift Personnel</th> </tr> <tr> <th data-bbox="472 176 792 233">Semi-monthly Accrual Rate (hours)</th> <th data-bbox="797 176 1109 233">Maximum Accrual (hours)</th> </tr> </thead> <tbody> <tr> <td data-bbox="472 239 792 285">6.0</td> <td data-bbox="797 239 1109 285">2400</td> </tr> </tbody> </table>	56-hour Shift Personnel		Semi-monthly Accrual Rate (hours)	Maximum Accrual (hours)	6.0	2400
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Bereavement Leave	<p>The City grants the following for leave with pay per occurrence when an employee suffers death in their immediate family:</p> <p>56-hour Shift Personnel - Two (2) consecutive working shift days.</p> <p>This leave can be supplemented by use of vacation and/or comp time at the employee's option and subject to supervisor's approval, and employees may supplement further with sick leave for OFLA-covered family members.</p>						
OTHER BENEFITS							
Education Reimbursement	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.)						
Employee Assistance Program	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.						
Flexible Spending Plan (125)	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.						
Longevity Incentive	Employees are eligible for longevity pay at 10, 15, and 20 years of continuous employment.						

NOTES: 1) All benefits and contributions listed on this summary are subject to change. 2) Emergency Services employees working less than 56 hours may receive different levels of benefits according to the Collective Bargaining Agreement. Please contact Human Resources staff at hr@cityofalbany.net with any questions.