

City of Albany Benefits Summary

Police Patrol Lieutenants (Non-exempt)

January 1, 2025

LEAVE BENEFITS

Vacation	<p>Vacation accruals are as follows, with no waiting period for use of accruals:</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>1.75x Annual</i></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1 through 48 months</td> <td style="text-align: center;">5.0</td> <td style="text-align: center;">120</td> <td style="text-align: center;">210</td> </tr> <tr> <td style="text-align: center;">49 through 96 months</td> <td style="text-align: center;">6.0</td> <td style="text-align: center;">144</td> <td style="text-align: center;">252</td> </tr> <tr> <td style="text-align: center;">97 through 144 months</td> <td style="text-align: center;">6.5</td> <td style="text-align: center;">156</td> <td style="text-align: center;">273</td> </tr> <tr> <td style="text-align: center;">145 through 168 months</td> <td style="text-align: center;">7.0</td> <td style="text-align: center;">168</td> <td style="text-align: center;">294</td> </tr> <tr> <td style="text-align: center;">169 through 228 months</td> <td style="text-align: center;">7.5</td> <td style="text-align: center;">180</td> <td style="text-align: center;">315</td> </tr> <tr> <td style="text-align: center;">229 months and over</td> <td style="text-align: center;">8.0</td> <td style="text-align: center;">192</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>1.75x Annual</i>	1 through 48 months	5.0	120	210	49 through 96 months	6.0	144	252	97 through 144 months	6.5	156	273	145 through 168 months	7.0	168	294	169 through 228 months	7.5	180	315	229 months and over	8.0	192	336
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Sick Leave	<p>Employees receive 4.0 hours of sick leave each semi-monthly pay period, with a maximum accrual of 1,000 hours. Accruals are available for use as they're earned.</p>																												
Sick Leave Incentive Program	<p>Upon PERS retirement, a proration of unused sick leave may be rolled into employee's VEBA account (see VEBA benefit below).</p>																												
Holiday Leave	<p>Fire supervisory personnel working 56-hour shifts if fire suppression accrue 8.5 hours of holiday leave per semi-monthly pay period in lieu of being eligible for City-observed holidays.</p>																												
Bereavement Leave	<p>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.</p>																												

INSURANCE

Medical, Dental & Vision	<p>Full medical, dental, and vision coverage for employee and all eligible dependents with City paying approximately 95% of premium.</p> <p>The current employee contribution is approximately \$47 per month for employee-only coverage, up to approximately \$147 per month for employee plus family coverage. Coverage opt-out for dependents is only available if spouse/domestic partner is contributing to an HSA-qualifying plan or is covered under Medicare.</p>
Life/AD&D	<p>Benefit is 2x employee's annual base salary, not to exceed \$150,000. Benefit fully paid by the City. (Employer-paid premium exceeding the life insurance value of \$50,000 is taxable.)</p>
Long-Term Disability	<p>Benefit is 66 2/3% of employee's monthly salary after 90-day waiting period. Premium fully paid by the City.</p>
Supplemental (Employee paid)	<p>Optional insurance plans available: (Coverage may not be guaranteed and may require underwriting approval.)</p> <p>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.</p> <p>Additional term life insurance – Available coverage for employee, spouse, and eligible dependents.</p> <p>Accident, Cancer, Hospital, Intensive Care, and Specific Event Insurance – Available coverage for employee, spouse, and eligible dependents.</p>

RETIREMENT

PERS / OPSRP	Participation in the Oregon Public Employee Retirement System. City pays employer contribution as well as employee's 6.0% IAP contribution.
Deferred Compensation	City pays two percent (2.0%) of employee's regular base pay into a 457 pre-tax deferred compensation plan with employee-selected provider (ICMA-RC or Nationwide Retirement Solutions) with no match required. Employee may also make contributions to a 457 pre-tax or Roth deferred compensation plan.

OTHER BENEFITS

Education Incentive Program	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. Coverage includes 8 counseling sessions per covered individual per calendar year at no cost to employees plus additional services including financial and legal advice, coaching, crisis support, and more.												
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 each benefit (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.												
Paid Family Medical Leave	Oregon Paid Family Medical Leave coverage provided through the City's third-party administrator, The Standard Insurance Company.												
Longevity Incentive	<p>Employees receive additional longevity pay follows:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Years of Continuous Service</th> <th style="text-align: center;">Longevity Pay/Leave*</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">120 months (10 years)</td> <td style="text-align: center;">3%</td> </tr> <tr> <td style="text-align: center;">168 months (14 years)</td> <td style="text-align: center;">6%</td> </tr> <tr> <td style="text-align: center;">228 months (19 years)</td> <td style="text-align: center;">9%</td> </tr> <tr> <td style="text-align: center;">264 months (22 years)</td> <td style="text-align: center;">11%</td> </tr> <tr> <td style="text-align: center;">300 months (25 years)</td> <td style="text-align: center;">One-time award of 40 hours of longevity leave</td> </tr> </tbody> </table> <p><i>*Longevity pay is calculated off the employee's regular base pay, and rates listed are not cumulative.</i></p>	Years of Continuous Service	Longevity Pay/Leave*	120 months (10 years)	3%	168 months (14 years)	6%	228 months (19 years)	9%	264 months (22 years)	11%	300 months (25 years)	One-time award of 40 hours of longevity leave
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This document is intended to provide a high-level summary of City benefits. Refer to applicable City policy for additional details. All benefits and contributions listed on this summary are outlined for full-time employees and are subject to change. Part-time employee benefits are pro-rated based on the employee's regularly scheduled FTE or, in some instances, may not apply. Please contact Human Resources at hr@cityofalbany.net with any questions.