

**BENEFIT COMPARISON – FULL TIME REGULAR EMPLOYEES**

Benefits 2011-2012	Full Time
<b>Medical</b>	<p>Provided for all full time regular employees working at least 32 hours per week.</p> <ul style="list-style-type: none"> <li>• Blue Cross/Blue Shield Co-Pay Plan (w/alternative care) and Kaiser (w/alternative care options)– available to IAFF REPRESENTED EMPLOYEES for \$75.00 per month.</li> <li>• Blue Cross Co-Pay Plan (w/alternative care) &amp; Kaiser (w/alternative care) for NON-REPRESENTED EMPLOYEES AND HPOA for \$65.00 per month.</li> <li>• Employee contribution is pre-tax.</li> <li>• Blue Cross Co-Pay (w/alternative care) Fire and General employees: City composite rate: \$1084.44</li> <li>• Kaiser (w/alternative care) Fire and General employees: City composite rate: \$1094.13</li> </ul>
<b>Dental</b>	<p>Provided for all full time regular employees.</p> <p>Fully paid by City for employee and family.</p> <p>ODS Dental available to all employees. City composite rate \$120.81</p> <p>Willamette Dental (available to NON REPRESENTED employees only) City rates: single \$50.52; 2-party \$87.22; family \$151.45</p>
<b>Life/AD&amp;D Insurance</b>	<p>Provided for all full time regular employees.</p> <p>Fully paid by City for employee.</p> <p>The Hartford Non-Union Employees: Life: \$10,000 coverage; AD&amp;D: \$10,000 coverage. Check with HR/Benefits for Police Union and Fire Union coverage.</p>
<b>Long-Term Disability</b>	<p>Provided for all full time regular employees. 60% of gross wages at time of disability after 90 days.</p>
<b>PERS/OPSRP</b>	<p>Mandatory for all full time employees once they have reached PERS/OPSRP eligibility of 600 hours in a calendar year or after a 6 month waiting period.</p> <p>Pre-tax payroll deduction of 6% of salary per month (Employee Paid). Employer pays the 6% for Police Union only. (PERS Pick-up)</p>
<b>Vacation</b>	<p>Available to all regular full time employees. Accrual rates for non-union employees:</p> <p>0 – 5 years 8 hours per month 6 – 10 years 10 hours per month 11 – 15 years 12 hours per month 16+ years 13.33 hours per month</p>
<b>Sick Leave</b>	<p>Available to all regular full time employees. Accrual rate is 8 hours per month, and is unlimited.</p>
<b>Holidays</b>	<p>The city has 9 paid holidays for full time regular employees. The City is closed to non-essential staff on the day after Thanksgiving but staff must use personal leave or vacation for this closure.</p>
<b>FSA Section 125 Plan</b>	<p>Employees can elect to have a portion of their earnings deducted pre-tax to pay for qualified medical expenses (\$5,000 per year) or dependent care (\$5,000 per year).</p>
<b>AFLAC Supplemental Insurance</b>	<p>Employees can elect to self-pay premiums, through payroll deductions, to purchase additional insurance:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Short Term Disability</li> <li><input type="checkbox"/> Personal Accident Insurance</li> <li><input type="checkbox"/> Life Insurance</li> <li><input type="checkbox"/> Long Term Care</li> <li><input type="checkbox"/> Cancer Insurance</li> </ul>
<b>457 Deferred Compensation Plans</b>	<p>Employees can elect to contribute pre-tax to any, or a combination, of the Deferred Compensation programs offered:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Oregon Savings Growth Plan</li> <li><input type="checkbox"/> Nationwide Retirement Solutions</li> <li><input type="checkbox"/> ICMA Retirement Corporation</li> </ul>
<b>VEBA</b>	<p>City contributes 2% of base pay per month for all non-union City contributes 2% of base pay per month for Police Union members City contributes 2% of base pay per month for all Fire Union members.</p>
<b>Personal Leave</b>	<p>Provided to full- and part-time regular, non-represented employees. Up to 2 days per calendar year.</p>
<b>Part-time Employees</b>	<p>Budgeted part-time employees working at least 32 hours per work receive the same medical/dental/vision benefits as regular full-time employees; leaves, including leave banks, are pro-rated based on hours worked. Budgeted part-time employees working at least 20 hours per work, but less than 32, pay a 50% contribution of the City rate for medical/dental/vision benefits; leaves, including leave banks, are pro-rated based on hours worked. Note: This does not apply to all part-time employees, only those part-time positions that are budgeted by the department with regular hours.</p>