

## City of Eugene – Basic Benefits Package

### AFSCME Represented Employees

See AFSCME contract, Employee Benefits Handbooks and  
Employee Benefits Website ([www.eugene-or.gov/employeebenefits](http://www.eugene-or.gov/employeebenefits)) for more information

#### CITY PROVIDED BENEFITS

Benefit	Description
<p><b>Health Insurance</b> <i>Medical, dental and pharmacy coverage administered by PacificSource Health Plans</i> <a href="http://www.pacificsource.com">www.pacificsource.com</a></p> <p><i>Dental coverage administered by Delta Dental of Oregon (a Moda Health affiliated company)</i> <a href="http://www.modahealth.com">www.modahealth.com</a></p>	<p><b>Medical:</b> Employees may choose between three self-insured medical plans. See the <i>Comparison of Benefits</i> for a detailed comparison of the medical plan coverage.</p> <ul style="list-style-type: none"> <li>➤ City Health Plan is a Preferred Provider Organization (PPO) plan. While in the service area, you must use a PacificSource network provider or hospital to receive the highest benefit level.</li> <li>➤ City Managed Care Plan is Point of Service (POS) plan. Must choose a Primary Care Provider (PCP). For most services, you must use or be referred by your PCP and use a PacificSource network provider or hospital to be paid at the highest benefit level.</li> <li>➤ City Hybrid Plan is Point of Service (POS) plan that is a hybrid of the City Health Plan and the City Managed Care Plan. Must choose a Primary Care Provider (PCP). For most services, you must use or be referred by your PCP and use a PacificSource network provider or hospital to be paid at the highest benefit level.</li> </ul> <p><b>Dental:</b> Coverage is provided for all employees covered under all medical plans.</p> <ul style="list-style-type: none"> <li>➤ Annual Benefit Maximum: First calendar year of coverage: \$250</li> <li>➤ Each succeeding calendar year: \$1,600</li> </ul> <p><b>Vision:</b> Coverage is provided for all employees covered under all medical plans.</p> <p>Full time AFSCME-represented employees pay 8% of the premium on the City Health Plan or the City Managed Care Plan, and 4% of the premium on the City Hybrid Plan. Please see the appropriate Comparison of Benefits for Part-time employee deductions. AFSCME-Represented employees may opt-out of City provided coverage with proof of other insurance.</p>
<p><b>Basic Life Insurance and Accidental Death &amp; Dismemberment (AD&amp;D) coverage</b></p>	<p>Coverage is provided through Standard Insurance Company. There is no cost to the employee; City of Eugene pays the entire premium.</p> <p>AFSCME-represented Regular and Limited Duration Employees:</p> <ul style="list-style-type: none"> <li>➤ Life Insurance: 1 x Annual Scheduled Salary, rounded to the nearest \$1,000, up to a maximum of \$250,000.</li> <li>➤ AD&amp;D: 1 x Annual Scheduled Salary, rounded to the nearest \$1,000.</li> </ul> <p>AFSCME-represented Recreation Activity Employees (RAEs):</p> <ul style="list-style-type: none"> <li>➤ Life Insurance: \$25,000</li> <li>➤ AD&amp;D: \$25,000</li> </ul> <p><a href="http://www.eugene-or.gov/employeebenefits">Life Insurance Certificate</a> is available online at <a href="http://www.eugene-or.gov/employeebenefits">www.eugene-or.gov/employeebenefits</a></p>
<p><b>Long Term Disability Insurance (LTD)</b></p>	<p>Coverage is provided through Standard Insurance Company. There is no cost to the employee; City of Eugene pays the premium.</p> <p>LTD is provided for AFSCME-represented employees who are regularly scheduled to work one half the available hours per pay period. If you qualify for long-term disability benefits you will receive 60% of your basic monthly earnings to a monthly maximum of \$4,500 per month. The Maximum Benefit Period depends on your age at disability.</p> <p><a href="http://www.eugene-or.gov/employeebenefits">LTD Certificate - AFSCME</a> is available online at <a href="http://www.eugene-or.gov/employeebenefits">www.eugene-or.gov/employeebenefits</a></p>
<p><b>Retirement</b></p>	<ul style="list-style-type: none"> <li>• Oregon Public Employee's Retirement System (PERS)</li> <li>• Oregon Public Service Retirement Plan (OPSRP)</li> <li>• City of Eugene pays the employee contribution (6% of salary) to these retirement programs, which is deposited into the Individual Account Program (IAP) for both PERS and OPSRP members.</li> </ul> <p>Employees hired on or after 8/29/2003 become part of OPSRP (after working for the City for a 6 month waiting period in a position requiring 600 hours in a calendar year), unless membership was previously established in PERS.</p> <p><i>For more information visit the PERS website: <a href="http://oregon.gov/PERS">http://oregon.gov/PERS</a></i></p>
<p><b>Employee Assistance Program (EAP)</b> (DIRECTION for Employee Assistance)</p>	<p>The Employee Assistance Program (EAP), offered through DIRECTION for Employee Assistance, offers confidential counseling services to assist employees and their family members in finding solutions to their problems. Eligible for up to 4 visits per problem per year. There is no cost to the employee for these visits. Insurance eligible employees, their immediate families, and members of the employee's household are eligible for this benefit.</p>
<p><b>Holidays</b></p>	<p>There are 10 paid holidays per calendar year: New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving and the Friday after Thanksgiving, Christmas Day.</p> <p><i>RAEs only – Holidays observed are New Year's Day, Thanksgiving Day, Christmas Day</i></p>

\* Does not apply to Recreation Activity Employees (RAE)

\*\* DCB and Auto-Enrollment does not apply to EMS Accounting Specialists

CITY PROVIDED BENEFITS	
Benefit	Description
<b>Personal Time Off (PTO)</b> <i>(RAE employees only)</i>	Full-time Recreation Activity Employees (RAE) accrue Personal Time Off (PTO) in lieu of Vacation and Sick Leave and at the following rate: <ul style="list-style-type: none"> <li>• 1-5 continuous years of service = Accrue 96 hrs/year</li> <li>• 5-10 continuous years of service = Accrue 112 hrs/year</li> <li>• 10+ continuous years of service = Accrue 128 hrs/year</li> </ul>
<b>Vacation*</b>	Vacation accrual is based upon years of service. Employees are not eligible to use vacation accruals until they have completed 6 months of continuous service. <p>The accrual rates (based upon a full time employee's hours) are as follows:</p> <ul style="list-style-type: none"> <li>• Less than 2 years = Accrue 3.692 hours/pay period</li> <li>• 2 but less than 5 years = Accrue 4.308 hours/pay period</li> <li>• 5 but less than 10 years = Accrue 5.231 hours/pay period</li> <li>• 10 but less than 15 years = Accrue 6.154 hours/pay period</li> <li>• 15 but less than 19 years = Accrue 6.769 hours/pay period</li> <li>• 19 but less than 24 years = 7.385 hours/pay period</li> <li>• 24 years and over = 8.308 hours/pay period</li> </ul> <p>Employees required to work a 4/10 schedule for a full pay-period accrue an additional 0.154 hours/pay period.</p> <p>Maximum accrual = 440 hours of vacation time</p>
<b>Sick Leave*</b>	Regular full-time employees accrue 96 hours of sick leave per year. Regular part-time employees accrue pro-rated sick leave based on regular hours of work. Employees can accrue a maximum of 960 hours of sick leave.
VOLUNTARY BENEFITS	
<b>Flexible Spending Account (FSA) and Transportation Reimbursement Account (TRA)</b>	Flexible Spending Accounts (FSA) and Transportation Reimbursement Accounts (TRA) allow you have part of your salary withheld on a pre-tax basis to pay for certain dependent care, health care, and transportation expenses that you would normally pay for with after-tax dollars. This can mean a significant tax savings on qualified expenses. All regular full and part-time employees are eligible to participate in the FSA/TRA program.
<b>Portable Term Life Insurance</b>	Optional supplemental Portable Term Life Insurance may be purchased by the employee or their spouse/domestic partner through ReliaStar Life Insurance Company. The premium is paid through a payroll deduction. New employees may apply for a Guaranteed Issue amount within 31 days of their date of hire without the need for a Proof of Good Health form. All other applications require completion of the Proof of Good Health form and underwriting by ReliaStar.
<b>Deferred Compensation**</b>	All AFSCME-represented employees can participate in the City's Deferred Compensation Plan. This voluntary supplemental retirement program allows you to have part of your salary withheld and invested for payment to you at retirement or termination. The City's Deferred Compensation Carrier is Voya. <p>AFSCME-represented employees deferring at least 1% of their salary each pay period receive a 2% of salary Deferred Compensation Benefit (DCB) into their Pre-tax Deferred Compensation option with the City. You must defer at least 1% of your salary to be eligible to receive the City paid DCB.</p> <p>Effective October 1, 2016, newly hired AFSCME-represented employees will be automatically enrolled in the City's Deferred Compensation Plan, with an employee contribution of 1% of salary and a City-paid contribution of 2% of salary allocated to the pre-tax Target Date Fund mapped to the employee's age. Employees can opt-out, change their contribution rate, or change their fund allocation on request.</p> <p><i>See the Deferred Compensation Handbook for more information.</i></p>
<b>Employee Health and Wellness Program</b>	The COE promotes healthy lifestyles for all employees and their families. The following programs help support our employees through various stages of life: <ul style="list-style-type: none"> <li>- Health/risk assessments, blood chemistry analysis, dietary analysis, lifestyle and fitness prescriptions, health/wellness educational classes and programs</li> <li>- Employee exercise facilities (free use with orientation and ID card)</li> <li>- Smoking cessation program</li> </ul>
<b>Training and Development Program</b>	<b>Coordinated Training Program:</b> In-house technical and non-technical training programs ranging from job specific to fundamental business to leadership skill techniques <b>Educational Aid:</b> Tuition reimbursement/educational assistance may be available

Rev 05/23/2017

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