

City of Eugene – Basic Benefits Package

AFSCME Represented Employees

CITY PROVIDED BENEFITS

Benefit	Description
Health Insurance	<p>Medical: Employees may choose between three self-insured medical plans. For a detailed comparison of the medical plans and employee deductions, please refer to the appropriate Comparison of Benefits.</p> <ul style="list-style-type: none"> ✓ City Health Plan ✓ City Managed Care Plan ✓ City Hybrid Plan ✓ May opt-out of City provided coverage with proof of other coverage <p>While in the service area, you must use a PacificSource network provider or hospital to receive the highest benefit level.</p> <p>Vision: Coverage is provided for all employees covered under a City medical plan. Medical, vision, and pharmacy coverage is administered by PacificSource Health Plans - http://www.pacificsource.com.</p> <p>Dental: Coverage is provided for all employees covered under a City medical plan.</p> <ul style="list-style-type: none"> ✓ Annual Benefit Maximum – First calendar year of coverage: \$250 ✓ Each succeeding calendar year: \$1,600 <p>Dental coverage administered by Delta Dental of Oregon, a Moda Health affiliated company - http://www.modahealth.com.</p>
Basic Life Insurance and Accidental Death & Dismemberment (AD&D)	<p>Coverage is provided through Standard Insurance Company and the City pays the entire premium for Regular and Limited Duration employees.</p> <ul style="list-style-type: none"> ✓ Life Insurance and AD&D: <ul style="list-style-type: none"> ✓ 1x Annual Scheduled Salary ✓ No minimum, up to a maximum of \$250,000 ✓ Rounded to the nearest \$1,000 <p>Recreation Activity Employees (RAE)</p> <ul style="list-style-type: none"> ✓ Life Insurance and AD&D: <ul style="list-style-type: none"> ✓ \$25,000 <p>For additional information, please reference the Life Insurance Certificate.</p>
Long Term Disability Insurance (LTD)	<p>Coverage is provided through Standard Insurance Company and the City pays the entire premium.</p> <p>LTD is provided for employees who are regularly scheduled to work one half the available hours per pay period. If you qualify for LTD 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>For additional information, please refer to the LTD Certificate – AFSCME.</p>
Retirement	<ul style="list-style-type: none"> ✓ Oregon Public Employees Retirement System (PERS) ✓ Oregon Public Service Retirement Plan (OPSRP) ✓ The City pays the employee contribution (6% of salary), which is deposited into the Individual Account Program (IAP) for both PERS and OPSRP members <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>For more information visit the PERS website at http://oregon.gov/PERS.</p>

Employee Assistance Program (EAP)	EAP services are provided through Cascade Behavior Health & EAP and MTR Therapy, who specializes in LGBTQIA+. Services include confidential counseling to assist insurance eligible employees, their immediate family members, and members of the employee's household. There is no cost to the member for up to 4 visits per issue per year. For additional information, please visit the EAP webpage .
Holidays	There are 11 paid holidays per calendar year: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and the Friday following Thanksgiving Day, and Christmas Day. RAEs only – Holidays observed are New Year's Day, Thanksgiving Day, and Christmas Day.
Vacation	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. (Does not apply to RAE employees) The accrual rates (based upon a full-time employee's hours) are as follows: <ul style="list-style-type: none"> ✓ Less than 2 years = Accrue 3.692 hours per pay period ✓ 2 but less than 5 years = Accrue 4.308 hours per pay period ✓ 5 but less than 10 years = Accrue 5.231 hours per pay period ✓ 10 but less than 15 years = Accrue 6.154 hours per pay period ✓ 15 but less than 19 years = Accrue 6.769 hours per pay period ✓ 19 but less than 24 years = 7.385 hours per pay period ✓ 24 years and over = 8.308 hours per pay period Employees required to work a 4/10 schedule for a full pay-period accrue an additional 0.154 hours per pay period. Maximum accrual is 440 hours of vacation time.
Sick Leave	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. (Does not apply to RAE employees)
Personal Leave (PTO) (RAE employees only)	Full-time RAEs accrue PTO in lieu of Vacation and Sick Leave at the following rate: <ul style="list-style-type: none"> ✓ 1-5 continuous years of service - 96 hours per year ✓ 5-10 continuous years of service - 112 hours per year ✓ 10+ continuous years of service - 128 hours per year
VOLUNTARY BENEFITS	
Benefit	Description
Flexible Spending Account (FSA) and Transportation Reimbursement Account (TRA)	FSA and TRA accounts allow you to have part of your salary withheld on a pre-tax basis to pay for certain health care, dependent 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.
Portable Term Life Insurance (PTL)	Optional supplemental Portable Term Life Insurance may be purchased by the employee or their spouse/domestic partner through Voya/ReliaStar Life Insurance Company. The premium is conveniently 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 Voya/ReliaStar.

<p>Deferred Compensation</p>	<p>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> <p>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. (Does not apply to EMS Accounting Specialists)</p> <p>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. (Does not apply to EMS Accounting Specialists)</p> <p>For more information, please refer to the Deferred Compensation webpage.</p>
<p>Employee Health and Wellness Program</p>	<p>The City promotes healthy lifestyles for all employees and their families. The following programs help support our employees through various stages of life:</p> <ul style="list-style-type: none"> ✓ Health/risk assessments, dietary analysis, lifestyle and fitness plans, health/wellness educational classes and programs ✓ Employee exercise facilities (free use with orientation and ID card) ✓ Smoking cessation program
<p>Training and Development Program</p>	<p>Coordinated Training Program: In-house technical and non-technical training programs ranging from job specific to fundamental business to leadership skill techniques</p> <p>Educational Aid: Tuition reimbursement/educational assistance may be available</p>
<p>Additional Resources</p>	<ul style="list-style-type: none"> ✓ AFSCME Contract ✓ Employee Benefits Handbooks ✓ Employee Benefits website

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