

## City of Eugene – Basic Benefits Package

### IAFF Represented Employees

See IAFF 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 two 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> </ul> <p><b>Dental:</b> Coverage is provided through the City Health Plan (PPO) for all employees covered under either medical plan.</p> <ul style="list-style-type: none"> <li>○ Annual Benefit Maximum: First calendar year of coverage: \$300</li> <li>○ Each succeeding calendar year: \$1,300</li> </ul> <p><b>Vision:</b> Coverage is provided through the City Health Plan (PPO) for all employees covered under either medical plan.</p> <p>Employees share in the cost of health insurance coverage. See the IAFF union contract for details of cost sharing. IAFF 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>Life Insurance: 1 x Annual Salary, plus EMT certification pay, rounded to the nearest \$1,000, up to a maximum of \$200,000. AD&amp;D: 1 x Annual Scheduled Salary, plus EMT certification pay, rounded to the nearest \$1,000, up to a maximum of \$200,000. <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 entire premium.</p> <p>LTD is provided for IAFF-represented employees who are regularly scheduled to work at least 20 hours per week. If you qualify for long term disability benefits you will receive 60% of your basic monthly earnings to a monthly maximum of \$7,500 per month. The Maximum Benefit Period depends on your age at disability. <a href="http://www.eugene-or.gov/employeebenefits">LTD Certificate - IAFF</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 Employees Retirement System (PERS)</li> <li>• Oregon Public Service Retirement Plan (OPSRP)</li> <li>• IAFF employees contribute 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. For more information visit the PERS website: <a href="http://oregon.gov/PERS">http://oregon.gov/PERS</a></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. Employees, their immediate families, and members of the employee's household are eligible for this benefit.</p>
<p><b>Holidays</b></p>	<p>Members of the bargaining unit whose regular work week is forty (40) hours (non-shift forty [40] hour employees) are eligible for paid time off on the following designated City holidays: 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><b>In Lieu of Holiday</b></p>	<p>Shift employees receive vacation leave in lieu of holidays at the rate of 156 hours per year.</p>

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<b>Vacation/Holiday Accrual</b>	<p>Vacation accrual is based on years of service and accrues each bi-weekly pay period. Employees are not eligible to use vacation until they have been employed for twelve (12) consecutive months. Regular part-time employees who work at least 20 hours a week, but less than 40 hours per week accrue pro-rated vacation based on regular hours of work.</p> <p>Accruals will be based on the following schedule for 24 hour shift employees. The hours credited for employees rotated to a forty (40) hour week shift assignment will be converted as specified in Article 12 of the bargaining agreement.</p> <p><b>VACATION/HOLIDAY ACCRUAL FOR 24 HOUR SHIFT EMPLOYEES</b></p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr style="background-color: #d3d3d3;"> <th rowspan="2" style="width: 30%;">Length of Continuous Service in Years</th> <th colspan="2">Maximum Vacation Accrual</th> </tr> <tr style="background-color: #d3d3d3;"> <th style="width: 35%;">Annual Accrual Max</th> <th style="width: 35%;">Maximum Accrual Cap</th> </tr> </thead> <tbody> <tr><td>Less than 2 years</td><td style="text-align: center;">276</td><td style="text-align: center;">396</td></tr> <tr><td>2 but less than 6</td><td style="text-align: center;">300</td><td style="text-align: center;">444</td></tr> <tr><td>6 but less than 10</td><td style="text-align: center;">324</td><td style="text-align: center;">492</td></tr> <tr><td>10 but less than 14</td><td style="text-align: center;">348</td><td style="text-align: center;">540</td></tr> <tr><td>14 but less than 18</td><td style="text-align: center;">372</td><td style="text-align: center;">588</td></tr> <tr><td>18 but less than 22</td><td style="text-align: center;">396</td><td style="text-align: center;">636</td></tr> <tr><td>22 but less than 26</td><td style="text-align: center;">444</td><td style="text-align: center;">850*</td></tr> <tr><td>26 years and over</td><td style="text-align: center;">492</td><td style="text-align: center;">850*</td></tr> </tbody> </table> <p><i>72-96-120 hour accrual rates vary *Except for those employees in PERS Tier 1 – which have a 900 hours maximum accrual Accrual rates above include the 156 hours of vacation in lieu of holidays.</i></p> <p>Vacations accrue according to the following schedule for employees in 40 hour week classifications (excludes employees who are temporarily assigned to 40 hour schedules):</p> <p><b>VACATION ACCRUAL FOR 40 HOUR EMPLOYEES</b></p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr style="background-color: #d3d3d3;"> <th rowspan="2" style="width: 25%;">Length of Continuous Service in Years</th> <th colspan="2">Vacation</th> <th colspan="2">Maximum Accrual</th> </tr> <tr style="background-color: #d3d3d3;"> <th style="width: 15%;">Per Hour</th> <th style="width: 15%;">Hours Accrued Per 80-hr Pay Period</th> <th style="width: 15%;">Hours Accrued per Year</th> <th style="width: 15%;">Maximum Accrual Cap = 2x Annual Accrual*</th> </tr> </thead> <tbody> <tr><td>Less than 2 years</td><td style="text-align: center;">0.056346</td><td style="text-align: center;">4.51</td><td style="text-align: center;">117.20</td><td style="text-align: center;">234.40</td></tr> <tr><td>2 but less than 6</td><td style="text-align: center;">0.064423</td><td style="text-align: center;">5.15</td><td style="text-align: center;">134.00</td><td style="text-align: center;">268.00</td></tr> <tr><td>6 but less than 10</td><td style="text-align: center;">0.073077</td><td style="text-align: center;">5.85</td><td style="text-align: center;">152.00</td><td style="text-align: center;">304.00</td></tr> <tr><td>10 but less than 14</td><td style="text-align: center;">0.081154</td><td style="text-align: center;">6.49</td><td style="text-align: center;">168.80</td><td style="text-align: center;">337.60</td></tr> <tr><td>14 but less than 18</td><td style="text-align: center;">0.089231</td><td style="text-align: center;">7.14</td><td style="text-align: center;">185.60</td><td style="text-align: center;">371.20</td></tr> <tr><td>18 but less than 22</td><td style="text-align: center;">0.097308</td><td style="text-align: center;">7.78</td><td style="text-align: center;">202.40</td><td style="text-align: center;">404.80</td></tr> <tr><td>22 years and over</td><td style="text-align: center;">0.114038</td><td style="text-align: center;">9.12</td><td style="text-align: center;">237.20</td><td style="text-align: center;">500</td></tr> </tbody> </table> <p><i>*Except for those employees with 22 or more continuous years of service.</i></p>	Length of Continuous Service in Years	Maximum Vacation Accrual		Annual Accrual Max	Maximum Accrual Cap	Less than 2 years	276	396	2 but less than 6	300	444	6 but less than 10	324	492	10 but less than 14	348	540	14 but less than 18	372	588	18 but less than 22	396	636	22 but less than 26	444	850*	26 years and over	492	850*	Length of Continuous Service in Years	Vacation		Maximum Accrual		Per Hour	Hours Accrued Per 80-hr Pay Period	Hours Accrued per Year	Maximum Accrual Cap = 2x Annual Accrual*	Less than 2 years	0.056346	4.51	117.20	234.40	2 but less than 6	0.064423	5.15	134.00	268.00	6 but less than 10	0.073077	5.85	152.00	304.00	10 but less than 14	0.081154	6.49	168.80	337.60	14 but less than 18	0.089231	7.14	185.60	371.20	18 but less than 22	0.097308	7.78	202.40	404.80	22 years and over	0.114038	9.12	237.20	500
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Benefit	Description
<b>Sick Leave</b>	<p>Employees will be credited with sick leave as follows:</p> <ul style="list-style-type: none"> <li>Full-time employees accrue ninety-six (96) hours of sick leave annually.</li> <li>Regular part-time employees working at least twenty (20) hours per week, but less than forty (40) hours, will receive sick leave credit on a pro-rata basis.</li> <li>Upon hire, employees will be credited with their first six 26 weeks of sick leave accruals. No more sick leave will accrue until after 26 weeks of employment. If an employee leaves employment during their first 26 weeks, the value of any sick leave taken beyond that which they would have accrued by their last date of employment will be deducted from their final paycheck.</li> <li>Forty (40) hour week employees can accrue up to a limit of 1,894 hours of sick leave. Twenty-four (24) hour shift employees can accrue up to a limit of 2,500 hours of sick leave.</li> </ul>
<b>Personal Leave</b>	<p>Shift personnel will be credited with sixty (60) hours of personal leave the first full pay period in March of each year. Personal leave has no cash value at separation/retirement. Unused personal leave will be rolled over in the employee's "City" Sick leave bank at the end of the pay period that includes March 1 of each year.</p> <p>Upon hire, new employees will be credited with a prorated amount of personal leave based on the time period between hire and the following pay period that includes March 1 however new employees are not eligible to use personal leave until they have been employed for six (6) consecutive months.</p>
<b>VOLUNTARY BENEFITS</b>	
<b>Flexible Spending Account (FSA) and Transportation Reimbursement Account (TRA)</b>	<p>Flexible Spending Accounts (FSA) and Transportation Reimbursement Accounts (TRA) allow you to 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.</p>
<b>Portable Term Life Insurance</b>	<p>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 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 ReliaStar.</p>
<b>Deferred Compensation</b>	<p>All regular full-time and part-time 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><i>See the Deferred Compensation Handbook for more information.</i></p>
<b>Employee Health and Wellness Program</b>	<p>The COE 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"> <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>	<p><b>Coordinated Training Program:</b> In-house technical and non-technical training programs ranging from job specific to fundamental business to leadership skill techniques</p> <p><b>Educational Aid:</b> Tuition reimbursement/educational assistance may be available</p>

Revised: 06/01/16