

City of Eugene – Basic Benefits Package

IAFF Represented Employees

CITY PROVIDED BENEFITS

Benefit	Description
Health Insurance	<p>Medical: Employees may choose between two self-insured medical plans. For a detailed comparison of the medical plans, please refer to the Comparison of Benefits.</p> <ul style="list-style-type: none"> ✓ City Health Plan ✓ City Managed Care 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: \$300 ✓ Annual Benefit Maximum: \$1,300 <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.</p> <ul style="list-style-type: none"> ✓ Life Insurance and AD&D: <ul style="list-style-type: none"> ✓ 1x Annual Scheduled Salary (+ EMT certification pay) ✓ No minimum, up to a maximum of \$200,000 ✓ Rounded to the nearest \$1,000 <p>For additional information, please refer to 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>If you qualify for LTD benefits, you will receive 60% of your basic monthly earnings to a monthly maximum of \$6,500 per month. The Maximum Benefit Period depends on your age at disability.</p> <p>For additional information, please refer to the LTD Certificate – IAFF.</p>
Retirement	<ul style="list-style-type: none"> ✓ Oregon Public Employees Retirement System (PERS) ✓ Oregon Public Service Retirement Plan (OPSRP) ✓ IAFF-Represented employees contribute 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)	<p>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.</p>

<p>Holidays</p>	<p>Shift employees will accrue vacation leave in lieu of designated department holidays. Vacation leave in lieu of holidays will be at the rate of 156 hours per year and will accrue bi-weekly.</p> <p>Members of the bargaining unit whose regular work week is forty (40) hours (excludes employees temporarily assigned to forty (40) hour week schedules as described in Article 15.2.b of the contract, are eligible for paid time off on the following designated Department holidays: New Year’s Day, Martin Luther King Jr. Day, President’s Day, Memorial Day, Independence Day, Labor Day, Veteran’s Day, Thanksgiving Day, Friday following Thanksgiving Day, and Christmas Day.</p>
<p>Sick Leave</p>	<p>Employees will be credited with sick leave as follows:</p> <ul style="list-style-type: none"> ✓ Full-time employees accrue ninety-six (96) hours of sick leave annually. ✓ 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. ✓ Upon hire, employees will be credited with their first 26 weeks of sick leave accruals. No further sick leave will accrue until after 26 weeks of employment. <p>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.</p>
<p>Personal Leave (PTO)</p>	<p>Shift personnel will be credited with sixty (60) hours of PTO 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>40-hour work week employees will be credited with eight (8) hours of PTO at the end of the pay period that includes March 1st of each year making PTO available to use the first full pay period in March. Effective March of 2024, 40-hour work week employees will be credited with twenty-four (24) hours of PTO at the end of the pay period that includes March of each year making PTO available to use the first full pay period in March. PTO hours must be used by the following pay period end that includes March 1st. Unused PTO hours do not roll over to the following year.</p> <p>Upon hire, new shift personnel and 40-hour work week employees, will be credited with a prorated amount of PTO based on the time period between hire and the next PTO accrual in March, however new employees are not eligible to use PTO until they have been employed for six (6) consecutive months.</p>
<p>Vacation</p>	<p>Regular, part-time employees who work at least twenty (20) hours a week, but less than forty (40) hours per week, will be credited with vacation on a pro-rata basis. Employees are not eligible to use vacation until they have been employed for twelve (12) consecutive months.</p> <p>Vacation shall accrue each bi-weekly pay period and accruals may vary from one pay period to the next based on the base hours worked or in a paid status during the pay period. Accruals will be based on the 24-hour shift schedule for twenty-four (24) hour shift employees.</p> <p>Twenty-four (24) hour shift employees, who are temporarily assigned to forty (40) hour week schedules such as firefighters in the recruit academy, light duty positions, or special forty (40) hour assignments, and shift employees temporarily assigned to training who are eligible to work back on the line, including Fire Instructor, Training Captain, and EMS Instructor, shall have their accruals (rates and balances) converted per Article 10 of the contract.</p> <p>Vacations shall accrue according to the following schedule:</p>

VACATION ACCRUAL FOR 40 HOUR WEEK EMPLOYEES

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

*Except for those employees with 22 or more continuous years of service

VACATION ACCRUAL FOR 24 HOUR SHIFT EMPLOYEES

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**

72-96-120-hour accrual rates vary
**Except for those employees in PERS Tier 1 – which would be 900 hours maximum accrual

VOLUNTARY BENEFITS

Benefit	Description
Flexible Spending Account (FSA) and Transportation Reimbursement Account (TRA)	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 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.
Deferred Compensation	All IAFF 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. For more information, please refer to the Deferred Compensation webpage .

Employee Health and Wellness Program	<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
Training and Development Program	<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>
Additional Resources	<ul style="list-style-type: none"> ✓ IAFF Contract ✓ Employee Benefits Handbooks ✓ Employee Benefits website

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