

City of Eugene – Basic Benefits Package

Regular IATSE 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, please refer to the 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>Please see the appropriate Comparison of Benefits for employee deductions. 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: \$1,250 <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"> ✓ \$25,000 <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 \$3,000 per month. The Maximum Benefit Period depends on your age at disability. For additional information, please refer to the LTD Certificate – IATSE.</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)	<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>
Personal Leave (PTO)	<p>Personal leave accrual is based upon years of service and accrues each bi-weekly pay period. Employees are not eligible to use vacation accruals until they have completed 6 months of continuous service. Eligible employees may accrue up to a maximum of 300 hours.</p>

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 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. For more information, please refer to the Deferred Compensation webpage .
Employee Health and Wellness Program	The City 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"> ✓ 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	Coordinated Training Program: In-house technical and non-technical training programs ranging from job specific to fundamental business to leadership skill techniques Educational Aid: Tuition reimbursement/educational assistance may be available
Additional Resources	<ul style="list-style-type: none"> ✓ IATSE Contract ✓ Employee Benefits Handbooks ✓ Employee Benefits website

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