

## City of Eugene – Basic Benefits Package

### Regular IATSE Represented Employees

See IATSE 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> Medical, dental and pharmacy coverage administered by PacificSource Health Plans <a href="http://www.pacificsource.com">www.pacificsource.com</a></p> <p>Dental coverage administered by Delta Dental of Oregon (a Moda Health affiliated company) <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: \$1,250</li> </ul> <p><b>Vision:</b> Coverage is provided for all employees covered under all medical plans.</p> <p>IATSE-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. IATSE-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>Life Insurance: \$25,000 AD&amp;D: \$25,000</p> <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">http://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 regular IATSE represented employees. If you qualify for long-term disability benefits you will receive 60% of your basic monthly earnings to a monthly maximum of \$3,000 per month.</p> <p>The Maximum Benefit Period depends on your age at disability.</p> <p><a href="http://www.eugene-or.gov/employeebenefits">LTD Certificate - IATSE</a> is available online at <a href="http://www.eugene-or.gov/employeebenefits">http://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>For more information visit the PERS website: <a href="http://oregon.gov/PERS">http://oregon.gov/PERS</a></p>
<p><b>Employee Assistance Program (DIRECTION for Employee Assistance)</b></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>Personal Leave</b></p>	<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>

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<b>VOLUNTARY BENEFITS</b>	
<b>Flexible Spending Account (FSA) and Transportation Reimbursement Account (TRA)</b>	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.
<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 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. <i>See the <a href="#">Deferred Compensation Handbook</a> for more information.</i>
<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