

City of Eugene – Basic Benefits Package

IAFF-BC 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: \$1,500 <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. If you qualify for LTD 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. For additional information, please refer to the LTD Certificate – IAFF-BC.</p>
Retirement	<ul style="list-style-type: none"> ✓ Oregon Public Employees Retirement System (PERS) ✓ Oregon Public Service Retirement Plan (OPSRP) ✓ IAFF-BC 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. 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>
Holidays	<p>Members of the bargaining unit whose regular work week is forty (40) hours 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 and the Friday following Thanksgiving Day, and Christmas Day.</p>

Vacation/Holiday Accrual

Vacation and Holiday leave accrual amounts listed in the table below include vacation, shift holiday, and management vacation hours previously received by exempt status Non-Rep employees in the Battalion Chief Bargaining Unit.

Vacation accrues each bi-weekly pay period and accruals may vary. Employees are not eligible to use vacation and holiday leave until they have been employed for six (6) consecutive months. 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.

Accruals will be based on the following schedule for 24-hour shift employees. Twenty-four (24) hour shift employees, who are temporarily assigned to forty (40) hour week schedules such as the BC assigned to Training or Logistics, light duty positions, or special forty (40) hour assignments, shall have their accruals converted per Article 11 of the contract.

24-HOUR SHIFT EMPLOYEE VACATION/HOLIDAY ACCRUAL

Length of Continuous Service in Years	Accrual Per Hour	Hours Accrued per Pay Period	Hours Accrued Annually (Max)*	Max 1.5 x Annual Accrual**
0-1 Years (0-23 months)	0.13186	14.769	384	576
2-4 Years (24-59 months)	0.14011	15.692	408	612
5-9 Years (60-119 months)	0.14835	16.615	432	648
10-14 Years (120-179 months)	0.15659	17.538	456	684
15-18 Years (180-227 months)	0.16484	18.462	480	720
19-22 Years (228-275 months)	0.17308	19.385	504	756
23-25 Years (276-311 months)	0.18956	21.231	552	850**
26 Years and over (312 months+)	0.20604	23.077	600	900**

*Based on 26 pay periods per year, 112 hours per pay period.

** Except for employees in PERS Tier 1. The cap for those employees is 900 hours (23-26 years of service) or 950 hours (over 26 years of service).

Vacations shall accrue according to the following schedule for employees in 40-hour week classifications (excludes shift employees temporarily assigned to forty (40) hour week schedules):

VACATION ACCRUAL FOR 40 HOUR EMPLOYEES

Length of Continuous Service in Years	Accrual Per Hour	Hours Accrued per Pay Period	Hours Accrued Annually (Max)*	Max Accrual
0-1 Years (0-23 months)	0.073075	5.846	152	304
2-4 Years (24-59 months)	0.080775	6.462	168	336
5-9 Years (60-119 months)	0.092313	7.38504	192	384
10-14 Years (120-179 months)	0.103850	8.308	216	432
15-18 Years (180-227 months)	0.111538	8.92304	232	464
19-23 Years (228-287 months)	0.119225	9.538	248	496
24 Years and over (288 months+)	0.130775	10.462	272	528

*Based on 26 pay periods per year, 80 hours per pay period.

Sick Leave	<p>Full-time employees accrue ninety-six (96) hours of sick leave annually.</p> <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>
Personal Leave (PTO)	<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>Upon hire, new 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>
VOLUNTARY BENEFITS	
Benefit	Description
Flexible Spending Account (FSA) and Transportation Reimbursement Account (TRA)	<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 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.</p>
Portable Term Life Insurance (PTL)	<p>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>All IAFF-BC 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>For more information, please reference the Deferred Compensation webpage.</p>
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-BC Contract ✓ Employee Benefits Handbooks ✓ Employee Benefits website

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