

City of Eugene – Basic Benefits Package

IAFF-BC Represented Employees

See IAFF-BC Contract, Employee Benefits Handbooks and
Employee Benefits Website (www.eugene-or.gov/employeebenefits) for more information

CITY PROVIDED BENEFITS

Benefit	Description
<p>Health Insurance Medical, dental and pharmacy coverage administered by PacificSource Health Plans www.pacificsource.com/</p> <p>Dental coverage administered by Delta Dental of Oregon (a Moda Health affiliated company) www.modahealth.com/</p>	<p>Medical: 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"> ➢ 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. ➢ 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. <p>Dental: Coverage is provided for all employees covered under either medical plan. <ul style="list-style-type: none"> ○ Annual Benefit Maximum: \$1,500. </p> <p>Vision: Coverage is provided for all employees covered under either medical plan.</p> <p>Employees share in the cost of health insurance coverage. See the IAFF-BC union contract for details of cost sharing.</p>
<p>Basic Life Insurance and Accidental Death & Dismemberment (AD&D) coverage</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 Scheduled Salary plus EMT certification pay, rounded to the nearest \$1,000, up to a maximum of \$200,000. AD&D: 1 x Annual Scheduled Salary plus EMT certification pay, rounded to the nearest \$1,000, up to a maximum of \$200,000. Life Insurance Certificate is available online at www.eugene-or.gov/employeebenefits</p>
<p>Long Term Disability Insurance (LTD)</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-BC-represented employees. 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. LTD Certificate - IAFF-BC is available online at www.eugene-or.gov/employeebenefits</p>
<p>Retirement</p>	<ul style="list-style-type: none"> • Oregon Public Employees Retirement System (PERS) • Oregon Public Service Retirement Plan (OPSRP) • IAFF-BC employees contribute 6% of salary to these retirement programs, 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: http://oregon.gov/PERS</p>
<p>Employee Assistance Program (EAP) (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>Holidays</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>In Lieu of Holiday</p>	<p>24 hour shift employees receive vacation time off in lieu of holidays.</p>

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Vacation/Holiday Accrual	<p>The 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-Represented employees in the Battalion Chief Bargaining Unit.</p> <p>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.</p> <p>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 Battalion Chief assigned to Training, light duty positions, or special forty (40) hour assignments, shall have their accruals converted per Article 12 of the contract.</p> <p style="text-align: center;">24-HOUR SHIFT EMPLOYEE VACATION/HOLIDAY ACCRUAL – Effective 01/01/2014</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Length of Continuous Service in Years</th> <th style="width: 15%;">Accrual Per Hour</th> <th style="width: 15%;">Hours Accrued per Pay Period</th> <th style="width: 15%;">Hours Accrued Annually (Max)*</th> <th style="width: 15%;">Max 1.5 x Annual Accrual**</th> </tr> </thead> <tbody> <tr> <td>0-1 Years (0-23 months)</td> <td>0.13186</td> <td>14.769</td> <td>384</td> <td>576</td> </tr> <tr> <td>2-4 Years (24-59 months)</td> <td>0.14011</td> <td>15.692</td> <td>408</td> <td>612</td> </tr> <tr> <td>5-9 Years (60-119 months)</td> <td>0.14835</td> <td>16.615</td> <td>432</td> <td>648</td> </tr> <tr> <td>10-14 Years (120-179 months)</td> <td>0.15659</td> <td>17.538</td> <td>456</td> <td>684</td> </tr> <tr> <td>15-18 Years (180-227 months)</td> <td>0.16484</td> <td>18.462</td> <td>480</td> <td>720</td> </tr> <tr> <td>19-22 Years (228-275 months)</td> <td>0.17308</td> <td>19.385</td> <td>504</td> <td>756</td> </tr> <tr> <td>23-26 Years (276-311 months)</td> <td>0.18956</td> <td>21.231</td> <td>552</td> <td>850**</td> </tr> <tr> <td>Over 26 Years (312 months+)</td> <td>0.20604</td> <td>23.077</td> <td>600</td> <td>900**</td> </tr> </tbody> </table> <p>*Based on 26 pay periods per year, 112 hours per pay period.</p> <p>** 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).</p> <p>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):</p> <p style="text-align: center;">VACATION ACCRUAL FOR 40 HOUR EMPLOYEES</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Length of Continuous Service in Years</th> <th style="width: 15%;">Accrual Per Hour</th> <th style="width: 15%;">Hours Accrued per Pay Period</th> <th style="width: 15%;">Hours Accrued Annually (Max)*</th> <th style="width: 15%;">Max Accrual</th> </tr> </thead> <tbody> <tr> <td>0-1 Years (0-23 months)</td> <td>0.073075</td> <td>5.846</td> <td>152</td> <td>304</td> </tr> <tr> <td>2-4 Years (24-59 months)</td> <td>0.080775</td> <td>6.462</td> <td>168</td> <td>336</td> </tr> <tr> <td>5-9 Years (60-119 months)</td> <td>0.092313</td> <td>7.38504</td> <td>192</td> <td>384</td> </tr> <tr> <td>10-14 Years (120-179 months)</td> <td>0.103850</td> <td>8.308</td> <td>216</td> <td>432</td> </tr> <tr> <td>15-18 Years (180-227 months)</td> <td>0.111538</td> <td>8.92304</td> <td>232</td> <td>464</td> </tr> <tr> <td>19-23 Years (228-287 months)</td> <td>0.119225</td> <td>9.538</td> <td>248</td> <td>496</td> </tr> <tr> <td>Over 24 Years (288 months+)</td> <td>0.130775</td> <td>10.462</td> <td>272</td> <td>528</td> </tr> </tbody> </table> <p>*Based on 26 pay periods per year, 80 hours per pay period.</p>	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	23-26 Years (276-311 months)	0.18956	21.231	552	850**	Over 26 Years (312 months+)	0.20604	23.077	600	900**	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	Over 24 Years (288 months+)	0.130775	10.462	272	528
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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	<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>

VOLUNTARY BENEFITS

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 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>
Portable Term Life Insurance	<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>
Deferred Compensation	<p>All members of the Battalion Chief Bargaining Unit 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>
Employee Health and Wellness Program	<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"> - Health/risk assessments, blood chemistry analysis, dietary analysis, lifestyle and fitness prescriptions, 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>

Revised: 11/01/17