

CITY OF ALBANY

BENEFIT SUMMARY

FIRE EMPLOYEES *(Life Safety Services)*

INSURANCE

| | |
|-------------------------------------|--|
| Medical/Dental/Vision | Coverage for employee and family; the City pays approximately 95% of the premium, based on current rates. <i>(Opt out is available only if spouse or domestic partner is contributing to an HSA qualifying plan.)</i> |
| Life/AD&D | Employees are provided \$50,000 of life insurance and each dependent is provided \$2,000 of coverage. This life insurance benefit is fully paid by the City. |
| Long-term Disability | This benefit provides 66 2/3% of employee's monthly salary after a 90-day waiting period and premium is fully paid by the City. |
| Supplemental (Employee paid) | There are optional insurance plans in which the employee can enroll at his/her expense. (Coverage may not be guaranteed and may require underwriting approval.) Additional term life insurance- Available for the employee, spouse, and eligible dependents. Accident, Cancer, Hospital, Intensive Care, and Specific Event Insurance- Available for employee, spouse, and eligible dependents. Short-term Disability- Coverage is guaranteed for new employees; amount of coverage the employee may purchase varies; there is a 7-day waiting period with a 90-day maximum benefit. |
| Domestic Partner | The City of Albany provides employees' opposite and same-gender domestic partner insurance benefits. |

RETIREMENT

| | |
|------------------------------|--|
| PERS / OPSRP | The City participates in the Oregon Public Employee Retirement System (OPSRP). Employees are eligible to become members of the OPSRP after six full months of employment. The City pays the six percent employee contribution. |
| Deferred Compensation | Employees are eligible to participate with employee contributions in a 457 deferred compensation plan with ICMA-RC and/or Nationwide Retirement Solutions; the City will match up to 0.5% (one-half of one percent) contribution based on an employees' base salary. In addition, the City will contribute 1.5% (one and one-half percent) to an employee's deferred compensation plan. |

LEAVE BENEFITS

| Vacation | <p>Life Safety services employees shall accrue leave per the following table, expressed in hours per pay period:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Months of Service</th> <th style="text-align: center;">Semi-monthly Vacation</th> <th style="text-align: center;">Maximum Accrual (hours) <i>48 x Monthly</i></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1 through 48</td> <td style="text-align: center;">3.34 hours</td> <td style="text-align: center;">160 hours</td> </tr> <tr> <td style="text-align: center;">49 through 94</td> <td style="text-align: center;">4.67 hours</td> <td style="text-align: center;">224 hours</td> </tr> <tr> <td style="text-align: center;">95 through 168</td> <td style="text-align: center;">5.34 hours</td> <td style="text-align: center;">256 hours</td> </tr> <tr> <td style="text-align: center;">169 through 228</td> <td style="text-align: center;">6.34 hours</td> <td style="text-align: center;">304 hours</td> </tr> <tr> <td style="text-align: center;">228+</td> <td style="text-align: center;">7 hours</td> <td style="text-align: center;">336 hours</td> </tr> </tbody> </table> <p>Note: These accrued hours can be used at the end of an employee's 12-month training period.</p> | Months of Service | Semi-monthly Vacation | Maximum Accrual (hours) <i>48 x Monthly</i> | 1 through 48 | 3.34 hours | 160 hours | 49 through 94 | 4.67 hours | 224 hours | 95 through 168 | 5.34 hours | 256 hours | 169 through 228 | 6.34 hours | 304 hours | 228+ | 7 hours | 336 hours |
|-------------------|--|--|-----------------------|--|--------------|------------|-----------|---------------|------------|-----------|----------------|------------|-----------|-----------------|------------|-----------|------|---------|-----------|
| Months of Service | Semi-monthly Vacation | Maximum Accrual (hours) <i>48 x Monthly</i> | | | | | | | | | | | | | | | | | |
| 1 through 48 | 3.34 hours | 160 hours | | | | | | | | | | | | | | | | | |
| 49 through 94 | 4.67 hours | 224 hours | | | | | | | | | | | | | | | | | |
| 95 through 168 | 5.34 hours | 256 hours | | | | | | | | | | | | | | | | | |
| 169 through 228 | 6.34 hours | 304 hours | | | | | | | | | | | | | | | | | |
| 228+ | 7 hours | 336 hours | | | | | | | | | | | | | | | | | |

LEAVE BENEFITS CONTINUED

| Holiday Time | <p>Employees receive ten paid holidays per calendar year as follows:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">New Year's Day</td> <td style="text-align: center;">Veterans' Day</td> </tr> <tr> <td style="text-align: center;">Martin Luther King Day</td> <td style="text-align: center;">Thanksgiving Day</td> </tr> <tr> <td style="text-align: center;">Memorial Day</td> <td style="text-align: center;">Day after Thanksgiving Day</td> </tr> <tr> <td style="text-align: center;">Independence Day</td> <td style="text-align: center;">Christmas Day</td> </tr> <tr> <td style="text-align: center;">Labor Day</td> <td></td> </tr> </table> | New Year's Day | Veterans' Day | Martin Luther King Day | Thanksgiving Day | Memorial Day | Day after Thanksgiving Day | Independence Day | Christmas Day | Labor Day | |
|---|---|-----------------------------------|-------------------------|------------------------|--|-----------------|----------------------------|------------------|-------------------|-----------|--|
| New Year's Day | Veterans' Day | | | | | | | | | | |
| Martin Luther King Day | Thanksgiving Day | | | | | | | | | | |
| Memorial Day | Day after Thanksgiving Day | | | | | | | | | | |
| Independence Day | Christmas Day | | | | | | | | | | |
| Labor Day | | | | | | | | | | | |
| Holiday Leave | <p>Additionally, employees receive holiday accrued leave time. Any holiday leave not used as of December 31 each year shall be converted to vacation and/or sick leave at the employee's discretion.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Semi-monthly Accrual Rate (hours)</th> <th style="text-align: center;">Maximum Accrual (hours)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">Must convert remaining hours December 31 each year to Vacation or Sick Leave</td> </tr> </tbody> </table> | Semi-monthly Accrual Rate (hours) | Maximum Accrual (hours) | 1 | Must convert remaining hours December 31 each year to Vacation or Sick Leave | | | | | | |
| Semi-monthly Accrual Rate (hours) | Maximum Accrual (hours) | | | | | | | | | | |
| 1 | Must convert remaining hours December 31 each year to Vacation or Sick Leave | | | | | | | | | | |
| Sick Leave | <p>Emergency services employees shall accrue leave according to the following table:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Semi-monthly Accrual Rate (hours)</th> <th style="text-align: center;">Maximum Accrual (hours)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">4</td> <td style="text-align: center;">1250</td> </tr> </tbody> </table> | Semi-monthly Accrual Rate (hours) | Maximum Accrual (hours) | 4 | 1250 | | | | | | |
| Semi-monthly Accrual Rate (hours) | Maximum Accrual (hours) | | | | | | | | | | |
| 4 | 1250 | | | | | | | | | | |
| Bereavement Leave | <p>The City grants five days leave with pay per occurrence when an employee suffers death in her/his immediate family. This leave can be supplemented by use of sick, vacation, and/or comp time at the employee's option.</p> | | | | | | | | | | |
| OTHER BENEFITS | | | | | | | | | | | |
| Education Tuition/ Books Reimbursement | <p>Employees are eligible for 100% education reimbursement for tuition and books for pre-approved courses and training.</p> | | | | | | | | | | |
| Employee Assistance Program | <p>Employees and family members are eligible to participate in the City's Employee Assistance Program (EAP). An extensive confidential EAP is made available through telephone consultation, face-to-face, and/or online.</p> | | | | | | | | | | |
| Flexible Spending Plan (125) | <p>Employees are eligible for participation in a deferral plan for dependent care, employee portion of group health insurance premium expenses, and unreimbursed health-related expenses upon initial enrollment as a new employee and re-enrollment on an annual basis.</p> | | | | | | | | | | |
| Longevity Incentive | <p>Employees are eligible for longevity premium pay per the following schedule:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Months of Service</th> <th style="text-align: center;">Longevity Step Increase</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">121 through 180</td> <td style="text-align: center;">3% of Salary Step</td> </tr> <tr> <td style="text-align: center;">181 through 240</td> <td style="text-align: center;">3% of Salary Step</td> </tr> <tr> <td style="text-align: center;">241+</td> <td style="text-align: center;">3% of Salary Step</td> </tr> </tbody> </table> | Months of Service | Longevity Step Increase | 121 through 180 | 3% of Salary Step | 181 through 240 | 3% of Salary Step | 241+ | 3% of Salary Step | | |
| Months of Service | Longevity Step Increase | | | | | | | | | | |
| 121 through 180 | 3% of Salary Step | | | | | | | | | | |
| 181 through 240 | 3% of Salary Step | | | | | | | | | | |
| 241+ | 3% of Salary Step | | | | | | | | | | |
| Credit Union | <p>Employees are eligible to become a member at Central Willamette Credit Union.</p> | | | | | | | | | | |

NOTES:

- 1) *All benefits and contributions listed on this summary are subject to change.*
- 2) *All benefits listed on this summary are for full-time employees; part-time employees' benefits are pro-rated per the classifications budgeted FTE.*