

CITY OF ALBANY
BENEFIT SUMMARY- POLICE UNION EMPLOYEES

INSURANCE

Medical	Coverage for employee and family; the City pays approximately 95% of the premium, based on current rates.
Dental/Vision	Coverage for employee and family with the City currently paying approximately 95% of the premium.
Life/AD&D	Employees are provided \$100,000 of life insurance. This insurance is fully paid by the City. (Any life insurance premium paid on the value exceeding the amount of \$50,000 is taxable.)
Long-term Disability	This benefit is 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.) 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. 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.
Domestic Partner	The City of Albany provides employees' opposite and same-gender domestic partnership 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 pre-tax or Roth 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.

LEAVE BENEFITS

Vacation	<p>After completing six full months of service at the City of Albany, employees are eligible to use their accumulated vacation. Vacation accruals are as follows:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Months of Continuous Service</th> <th style="text-align: center;">Monthly Accrual Rate</th> <th style="text-align: center;">Equivalent Annual (hours)</th> <th style="text-align: center;">Maximum Accrual (hours) <i>2 x Annual</i></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1 through 48 months</td> <td style="text-align: center;">7 hrs.</td> <td style="text-align: center;">84</td> <td style="text-align: center;">168</td> </tr> <tr> <td style="text-align: center;">49 through 96 months</td> <td style="text-align: center;">10 hrs.</td> <td style="text-align: center;">120</td> <td style="text-align: center;">240</td> </tr> <tr> <td style="text-align: center;">97 through 168 months</td> <td style="text-align: center;">11 hrs.</td> <td style="text-align: center;">132</td> <td style="text-align: center;">264</td> </tr> <tr> <td style="text-align: center;">169 through 228 months</td> <td style="text-align: center;">13 hrs.</td> <td style="text-align: center;">156</td> <td style="text-align: center;">312</td> </tr> <tr> <td style="text-align: center;">229 months and over</td> <td style="text-align: center;">15 hrs.</td> <td style="text-align: center;">180</td> <td style="text-align: center;">360</td> </tr> </tbody> </table>	Months of Continuous Service	Monthly Accrual Rate	Equivalent Annual (hours)	Maximum Accrual (hours) <i>2 x Annual</i>	1 through 48 months	7 hrs.	84	168	49 through 96 months	10 hrs.	120	240	97 through 168 months	11 hrs.	132	264	169 through 228 months	13 hrs.	156	312	229 months and over	15 hrs.	180	360
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In lieu of Vacation Accrual	Additionally, employees can elect a three percent increase in pay after 169 months of continuous employment in lieu of additional vacation accruals, and an additional three percent pay increase after 229 months of continuous employment in lieu of additional vacation accruals.																								

LEAVE BENEFITS CONTINUED

<p>Sick Leave</p>	<p>Accrued sick leave can be used the month after it is earned subject to management approval.</p> <table border="1" data-bbox="456 157 1414 317"> <thead> <tr> <th>Employee's Scheduled Shift</th> <th>Monthly Accrual Rate (hours)</th> <th>Maximum Accrual (hours)</th> </tr> </thead> <tbody> <tr> <td>Eight (8) hour or Ten (10) hour</td> <td align="center">8</td> <td align="center">1,000</td> </tr> <tr> <td>Twelve (12) hour</td> <td align="center">8.5</td> <td align="center">1,000</td> </tr> </tbody> </table>	Employee's Scheduled Shift	Monthly Accrual Rate (hours)	Maximum Accrual (hours)	Eight (8) hour or Ten (10) hour	8	1,000	Twelve (12) hour	8.5	1,000			
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<p>Sick Leave Incentive Program</p>	<p>Employees are eligible to participate in the Sick Leave Incentive Program that allows annual unused sick leave hours to be awarded back to the employee through vacation time and/or conversion to cash.</p>												
<p>Bereavement Leave</p>	<p>The City grants 5 days leave with pay per occurrence when an employee suffers death in her/his immediate family. This leave can be supplemented with up to five (5) additional days by use of other accrued leave at the employee's option when the deceased meets eligible family member per collective bargaining.</p>												
<p>Holiday Time</p>	<p>Employees receive time off in lieu of holidays as follows:</p> <table border="1" data-bbox="456 636 1414 821"> <thead> <tr> <th>Months of Continuous Service</th> <th>Monthly Accrual Rate</th> <th>Maximum Accrual</th> </tr> </thead> <tbody> <tr> <td>Eight- (8) hour work schedule</td> <td align="center">7-1/3 Hours</td> <td align="center">80 hours</td> </tr> <tr> <td>Ten- (10) hour work schedule</td> <td align="center">9-2/3 Hours</td> <td align="center">80 hours</td> </tr> <tr> <td>Twelve- (12) hour work schedule</td> <td align="center">11 Hours</td> <td align="center">80 hours</td> </tr> </tbody> </table>	Months of Continuous Service	Monthly Accrual Rate	Maximum Accrual	Eight- (8) hour work schedule	7-1/3 Hours	80 hours	Ten- (10) hour work schedule	9-2/3 Hours	80 hours	Twelve- (12) hour work schedule	11 Hours	80 hours
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<p>Person Time (Sworn Officers)</p>	<p>Sworn officers scheduled to work 12-hour shifts shall receive five (5) hours of personal leave per month or sixty (60) hours per fiscal year. City Payroll shall credit these sworn officers with sixty (60) hours of personal leave on July 1 of each fiscal year.</p> <p>(Personal leave time balances are not carried over from fiscal year to fiscal year and are pro-rated when there is a shift change to or from 12-hour shifts.)</p>												
<p>Sale of Leave Hours</p>	<p>Employees may elect to annually sell or cash in an accrued combination of vacation, holiday, and personal leave up to a maximum of 60 hours. The value of these leave hours can also be contributed to the employees' 457 deferred compensation plan.</p>												
<p align="center">OTHER BENEFITS</p>													
<p>Education Tuition/ Books Reimbursement</p>	<p>Employees are eligible for 100% education reimbursement for tuition (up to OSU tuition) and books for pre-approved job-related courses and training. (Maximum of up to 24 credits per year for full-time employees and 12 credits per year for part-time employees.)</p>												
<p>Employee Assistance Program</p>	<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>												
<p>Flexible Spending Plan (125)</p>	<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>												
<p>Longevity Incentive</p>	<p>Employees are eligible for a 2% longevity award at 10 years; and a second 2% longevity award at 22.5 continuous years of employment in the bargaining unit.</p>												
<p>Credit Union</p>	<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.