

CITY OF ALBANY

BENEFIT SUMMARY- POLICE UNION EMPLOYEES

INSURANCE

Medical	Coverage for employee and family; the City pays 95% of the premium, based on current rates. <i>(Opt out is available only if spouse is contributing to an HSA contribution qualifying plan.)</i>
Dental/Vision	Coverage for employee and family with the City currently paying 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 1% percent contribution based on an employees' base salary.

LEAVE BENEFITS

Vacation	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:																								
	<table border="1"> <thead> <tr> <th>Months of Continuous Service</th> <th>Semi-monthly Accrual Rate</th> <th>Equivalent Annual (hours)</th> <th>Maximum Accrual (hours) <i>2 x Annual</i></th> </tr> </thead> <tbody> <tr> <td>1 through 48 months</td> <td>3.5 hrs.</td> <td>84</td> <td>168</td> </tr> <tr> <td>49 through 96 months</td> <td>5 hrs.</td> <td>120</td> <td>240</td> </tr> <tr> <td>97 through 168 months</td> <td>5.5 hrs.</td> <td>132</td> <td>264</td> </tr> <tr> <td>169 through 228 months</td> <td>6.5 hrs.</td> <td>156</td> <td>312</td> </tr> <tr> <td>229 months and over</td> <td>7.5 hrs.</td> <td>180</td> <td>360</td> </tr> </tbody> </table>	Months of Continuous Service	Semi-monthly Accrual Rate	Equivalent Annual (hours)	Maximum Accrual (hours) <i>2 x Annual</i>	1 through 48 months	3.5 hrs.	84	168	49 through 96 months	5 hrs.	120	240	97 through 168 months	5.5 hrs.	132	264	169 through 228 months	6.5 hrs.	156	312	229 months and over	7.5 hrs.	180	360
Months of Continuous Service	Semi-monthly Accrual Rate	Equivalent Annual (hours)	Maximum Accrual (hours) <i>2 x Annual</i>																						
1 through 48 months	3.5 hrs.	84	168																						
49 through 96 months	5 hrs.	120	240																						
97 through 168 months	5.5 hrs.	132	264																						
169 through 228 months	6.5 hrs.	156	312																						
229 months and over	7.5 hrs.	180	360																						
In lieu of Vacation Accrual	Additionally, employees can elect a three percent increase in pay upon 169 months of continuous employment in lieu of additional vacation accruals, and an additional three percent pay increase upon 229 months of continuous employment in lieu of additional vacation accruals.																								

LEAVE BENEFITS CONTINUED

Sick Leave

Accrued sick leave can be used the pay period after it is earned.

Employee's Scheduled Shift	Semi-monthly Accrual Rate (hours)	Maximum Accrual (hours)
Eight (8) hour or Ten (10) hour	4	1,000
Twelve (12) hour	4.25	1,000

Sick Leave Incentive Program

A percent of an employee's unused sick leave balance at retirement may be rolled into their VEBA account. See Union contract for clarification on this benefit.

Bereavement Leave

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 the collective bargaining.

Holiday Time

Employees receive time off in lieu of holidays as follows:

Employee's Scheduled Shift	Semi-monthly Accrual Rate	Maximum Accrual
Eight- (8) hour work schedule	3.67 Hours	80 hours
Ten- (10) hour work schedule	4.84 Hours	80 hours
Twelve- (12) hour work schedule	5.5 Hours	80 hours

Personal Time (Sworn Officers)

Sworn officers scheduled to work a minimum of four (4) 12-hour shifts in a calendar month shall receive 2.5 hours of personal leave per pay period up to a maximum accrual of sixty (60) hours.

Sale of Leave Hours

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.

OTHER BENEFITS

Education Reimbursement

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. Reimbursement that exceeds \$5,250 annually will be taxed as income.)

Employee Assistance Program

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.

Flexible Spending Plan (125)

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.

Voluntary Employee Benefits Association (VEBA Trust)

Employees enrolled in the Medical High Deductible Health Plan (HDHP) will receive an annual contribution to a VEBA Trust account. These funds can be used to reimburse the employee's out-of-pocket health care expenses. (See Union contract for the City's contribution amounts.)

Legal Defense Plan

The City contributes towards premiums for sworn employees' coverage under the Plan II PORAC Legal Defense Plan.

Longevity Incentive

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.

Wellness Incentive

Employees participating in a health club membership may request up to \$240 reimbursement for membership dues once annually.

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.