

City of Albany Benefit Summary

Police Union Employees – Effective July 1, 2023

INSURANCE

<p>Medical</p> <p>Dental</p> <p>Vision</p>	<p>Coverage for employee and family; the City pays 95% of the premium, based on current rates. (Opt out is available only if spouse or domestic partner is contributing to an HSA contribution qualifying plan.)</p> <p>As of July 1, 2023, the current employee contribution for full-time employees to cover employee plus family for medical, dental, and vision is \$130.00 per month.</p>
Life/AD&D	<p>Employees are provided life insurance equal to two times the employee’s annual base salary, not to exceed \$150,000 but no less than \$100,000. This insurance is fully paid by the City. (Employer-paid premium exceeding the life insurance value of \$50,000 is taxable.)</p>
Long-term Disability	<p>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.</p>
Supplemental (Employee paid)	<p>There are optional insurance plans in which an employee can enroll at their expense. (Coverage may not be guaranteed and may require underwriting approval.)</p> <p>Short-term Disability – Coverage is guaranteed for new employees. The amount of coverage the employee may purchase varies, and there is a 7-day waiting period with a 90-day maximum benefit.</p> <p>Additional term life insurance – Coverage is available for the employee, spouse, and eligible dependents.</p> <p>Accident, Cancer, Hospital, Intensive Care, and Specific Event Insurance – Coverage is available for employee, spouse, and eligible dependents.</p>
Domestic Partner	<p>The City of Albany provides employees’ opposite and same-gender domestic partnership insurance benefits.</p>

RETIREMENT

PERS / OPSRP	<p>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 (6.0%) employee contribution.</p>
Deferred Compensation	<p>The City contributes two percent (2.0%) of the employee’s regular base pay into a 457 pre-tax deferred compensation plan with ICMA-RC or Nationwide Retirement Solutions (employee elects which company). Employees may also make contributions to a 457 pre-tax or Roth deferred compensation plan with either company.</p>

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;">Semi-monthly Accrual Rate (hours)</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;">4.0</td> <td style="text-align: center;">96</td> <td style="text-align: center;">192</td> </tr> <tr> <td style="text-align: center;">49 through 96 months</td> <td style="text-align: center;">5.0</td> <td style="text-align: center;">120</td> <td style="text-align: center;">240</td> </tr> <tr> <td style="text-align: center;">97 through 144 months</td> <td style="text-align: center;">5.5</td> <td style="text-align: center;">132</td> <td style="text-align: center;">264</td> </tr> <tr> <td style="text-align: center;">145 through 168 months</td> <td style="text-align: center;">5.75</td> <td style="text-align: center;">138</td> <td style="text-align: center;">276</td> </tr> <tr> <td style="text-align: center;">169 through 228 months</td> <td style="text-align: center;">6.0</td> <td style="text-align: center;">144</td> <td style="text-align: center;">288</td> </tr> <tr> <td style="text-align: center;">229 months and over</td> <td style="text-align: center;">7.0</td> <td style="text-align: center;">168</td> <td style="text-align: center;">336</td> </tr> </tbody> </table>	Months of Continuous Service	Semi-monthly Accrual Rate (hours)	Equivalent Annual (hours)	Maximum Accrual (hours) <i>2 x Annual</i>	1 through 48 months	4.0	96	192	49 through 96 months	5.0	120	240	97 through 144 months	5.5	132	264	145 through 168 months	5.75	138	276	169 through 228 months	6.0	144	288	229 months and over	7.0	168	336
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LEAVE BENEFITS CONTINUED

Sick Leave	Accrued sick leave can be used the pay period after it is earned.												
Sick Leave Incentive Program	<table border="1"> <thead> <tr> <th>Employee's Regularly Scheduled Shift</th> <th>Semi-monthly Accrual Rate (hours)</th> <th>Maximum Accrual (hours)</th> </tr> </thead> <tbody> <tr> <td>Eight- (8) hour or Ten- (10) hour</td> <td>4.0</td> <td>1,000</td> </tr> <tr> <td>Twelve (12) hour</td> <td>4.25</td> <td>1,000</td> </tr> </tbody> </table> <p>A portion 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.</p>	Employee's Regularly Scheduled Shift	Semi-monthly Accrual Rate (hours)	Maximum Accrual (hours)	Eight- (8) hour or Ten- (10) hour	4.0	1,000	Twelve (12) hour	4.25	1,000			
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Holiday Time	<p>Employees receive time off in lieu of holidays as follows:</p> <table border="1"> <thead> <tr> <th>Employee's Regularly Scheduled Shift</th> <th>Semi-monthly Accrual Rate (hours)</th> <th>Maximum Accrual (hours)</th> </tr> </thead> <tbody> <tr> <td>Eight- (8) hour work schedule</td> <td>4.0</td> <td>80</td> </tr> <tr> <td>Ten- (10) hour work schedule</td> <td>5.0</td> <td>80</td> </tr> <tr> <td>Twelve- (12) hour work schedule</td> <td>6.0</td> <td>80</td> </tr> </tbody> </table>	Employee's Regularly Scheduled Shift	Semi-monthly Accrual Rate (hours)	Maximum Accrual (hours)	Eight- (8) hour work schedule	4.0	80	Ten- (10) hour work schedule	5.0	80	Twelve- (12) hour work schedule	6.0	80
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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.												
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 is an eligible family member as defined by the collective bargaining.												
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 rate) 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, per IRS rules.)												
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. For 2022 through 2025, the City's annual contribution is \$1,000 for employee-only coverage and \$2,000 for employee plus dependent(s) coverage. Additionally, a portion of an employee's unused sick leave balance at retirement may be rolled into their VEBA account.												
Legal Defense Plan	The City contributes toward premiums for sworn employees' coverage under the Plan II PORAC Legal Defense Plan.												
Longevity Incentive	Employees are eligible for longevity pay at 10, 14, 19, and 22 years of continuous employment in the bargaining unit.												
Wellness	The City maintains an on-site gym facility for employee's use. Refer to department policy on the physical fitness program and restorative rest policy.												

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 based on the employee's budgeted FTE or in some instances, may not apply. Please contact Human Resources staff at hr@cityofalbany.net with any questions.