

CITY OF ALBANY BENEFIT SUMMARY TEMPORARY-INTERMITTENT EMPLOYEES (On the City's payroll)

INSURANCE

Medical	<p>City temporary employees health insurance is a medical-only plan. Employees may elect employee-only or employee and child(ren) coverage. Spouse coverage is not offered under this plan. Employee-paid share of the premiums will be nine and one-half percent (9.78%) of the employee's salary, not to exceed fifty percent (50%) of the total premium.</p> <p><u>Eligibility:</u> Temporary employees on the City's payroll, who are regularly scheduled to work 30 or more hours per week, are eligible to enroll in the City's temporary employee health insurance plan.</p> <p>Temporary employees on the City of Albany's payroll regularly working less than 30 hours per week, may become eligible for health insurance if they have been employed a minimum of one year (the qualifying measurement period) and worked an average of 30 hours per week looking back over the measurement period.</p>
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RETIREMENT

PERS / OPSRP	<p>The City participates in the Oregon Public Employee Retirement System (OPSRP). Employees are eligible to become members of the OPSRP if eligibility criteria is met, including six full months of employment and having worked a minimum of 600 hours. The City pays the six percent employee contribution.</p> <p><i>(This section does not apply to a temporary employee who has retired from PERS/OPSRP. Retirees do not continue to accrue retirement benefits if they work back after retirement. However, the City is responsible for continuing to pay the PERS rate on hours worked.)</i></p>
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LEAVE BENEFITS

Sick Leave	<p>One hour of sick leave will be accrued for every 30 hours worked. Although temporary employees will begin accruing sick leave immediately, there will be a 90-day waiting period before the employee may begin using sick leave.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="width: 50%;">Maximum Annual Accrual (hours)</th> <th style="width: 50%;">Maximum Accrual (hours)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">40</td> <td style="text-align: center;">80</td> </tr> </tbody> </table> <p>NOTE: A retired City of Albany employee hired back immediately following their retirement may have up to 80 hours of sick leave rolled over from their regular status sick leave accrual account. (Sick Leave hours paid out as a benefit to a VEBA account contribution or otherwise applied to continued health insurance are not eligible hours for roll over.)</p>	Maximum Annual Accrual (hours)	Maximum Accrual (hours)	40	80
Maximum Annual Accrual (hours)	Maximum Accrual (hours)				
40	80				
Bereavement Leave	<p>A temporary employee working an average of 25 or more hours per week looking back over 6 months is eligible for 80 hours of Bereavement Leave under Oregon Family Medical Leave. Employee must use accrued sick leave hours and then may unpaid leave may be requested.</p>				

NOTES:

- 1) All benefits and contributions listed on this summary are subject to change.
- 2) All benefits listed on this summary are for temporary employees only