

2011 City of Springfield Benefit Package for IAFF Employees



City Provided Benefits

Medical (Required for employee)	Pacific Source HIP (See Benefit Handbook for details) (See attached premium table for employee share of premiums)
Health Reimbursement Account	City pays into HRA to offset out of pocket costs on HIP (High deductible plan) only. <ul style="list-style-type: none"> • \$100 per month for single (\$1200 total annual), • \$200 per month for Two Party and Family (\$2400 total annual)
Dental (Required for employee)	Oregon Dental Service (ODS) (Employee pays a portion of premium)
Vision	Part of Pacific Source Medical Plans
Basic Life Insurance (Standard Insurance Co)	One-times annual salary up to \$100,000 basic life policy
AD/D Insurance (Standard Insurance Co)	One-times annual salary up to \$100,000 for AD/D.
Mandatory Life (Assurant)	\$10,000 State Mandated for job related death
Retirement	<ul style="list-style-type: none"> • Oregon Public Employee's Retirement System (OPERS) • Employee pays 6% of salary after 6 months
Employee Assistance Program (DIRECTION)	Confidential personal and mental health counseling for all members of the employee's household. <ul style="list-style-type: none"> • 6 free visits per problem per calendar year
Holidays	<ul style="list-style-type: none"> • 40 Hour Employees - Ten (10) Regular Scheduled Holidays plus Two (2) floating Holidays (prorated for partial months) • 56 Hour Employees - No Regular Holidays. 144 hours of floating holiday credited on January 1st each year
Vacation (40 Hour)	<ul style="list-style-type: none"> • 0-4 Years = accrue 3.079 hours each bi-weekly pay period, 80.04 hours annually (Available after 1 year) • 5-9 Years = accrue 3.693 hours bi-weekly, 96 hours annually • 10-14 Years = accrue 4.616 hours bi-weekly, 120 hours annually • 15+ Years = accrue an additional .309 hour per bi-weekly pay period, 8 hours annually for each additional year past 15 years • Max accrual 80 hours more than annual accrual • Payout at termination up to 80 hours plus one year accrual
Vacation (56 Hour)	<ul style="list-style-type: none"> • 0-4 Years = accrue 4.616 hours each bi-weekly pay period, 120 hours annually (Available after 1 year) • 5-9 Years = accrue 5.539 hours bi-weekly, 144 hours annually • 10-14 Years = accrue 6.924 hours bi-weekly, 180 hours annually • 15 + accrue an additional .462 hours bi-weekly, 12 hours annually for each additional year past 15 years • Max accumulation is 96 hours more than employee earns in one year • Max Payout at termination 96 hours plus one year accrual
Sick Leave	40 Hour Employees <ul style="list-style-type: none"> • Accrue 4 hours bi-weekly (13 days/year) • Available pay period following accrual • 1600 hour maximum accrual if on PERS • No payout at retirement, transfer balance IAW PERS regulations

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Sick Leave (Cont.)	<p>56 Hour Employees</p> <ul style="list-style-type: none"> • Accrue 6 hours bi-weekly (13 twelve-hour shifts/year) • Available pay period following accrual • 3000 hour maximum accrual • No payout at retirement, transfer balance IAW PERS regulations
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Voluntary Benefits (Employee Paid)

Flexible Spending Account (FSA) (Manley Administrative Services)	<p>A voluntary pre-tax payroll deduction for out of pocket medical and/or childcare expenses under IRC Section 125</p> <ul style="list-style-type: none"> • Must be used within the plan year • Cannot change deduction mid-year (except for childcare)
Supplemental Life Insurance (Standard Insurance Co)	<p>Term life insurance for employee, spouse and children</p> <ul style="list-style-type: none"> • Cost increases with age • Guaranteed coverage if purchased within 30 days of hire.
Accidental Death & Dismemberment Insurance (Standard Insurance Co)	<p>Employee only or family accidental death and dismemberment coverage</p> <ul style="list-style-type: none"> • Up to \$300,000 • Family coverage available
Short Term Disability Insurance (Sun Life Assurance Co.)	<p>60% Gross wage replacement coverage for employees disabled for more than 15 days and a maximum of 90 days.</p>
<p>Deferred Compensation:</p> <ul style="list-style-type: none"> • ING-Financial Planning • ICMA/RC • Oregon Saving Growth Plan (OSGP) 	<p>Retirement investment options under IRC Section 457 provided through:</p> <ul style="list-style-type: none"> • City-paid 2% contribution • Pretax deferral of wages • Employee manages the funds • No withdrawal until termination of employment • \$16,500 limit per year limit • Additional \$5,500 annual catch-up option if over age 50

Medical and Dental Rates

Total Medical/Dental Amount per Month	HIP
Single	\$ 590.76
Two Party	\$ 1,262.12
Family	\$ 1,748.44
City Total Premium Share	
Single	\$ 547.60
Two Party	\$ 1,199.06
Family	\$ 1,661.02
Employee Total Premium Share	
Single	\$ 43.16
Two Party	\$ 63.06
Family	\$ 87.42