

## 2011 City of Springfield Benefit Package for Non-Union Employees



### City Provided Benefits

<b>Medical (Required for employee)</b>	Choice of Pacific Source HIP or PPO (See Benefit Handbook for details) (See attached premium table for employee share of premiums)
<b>Health Reimbursement Account</b>	City pays into HRA to offset out of pocket costs on HIP (High deductible plan) only. <ul style="list-style-type: none"> <li>• \$75 per month for single (\$900 total annual)</li> <li>• \$150 per month for Two Party and Family (\$1800 total annual)</li> </ul>
<b>Dental (Required for employee)</b>	Oregon Dental Service (ODS) (Employee pays a portion of the premium)
<b>Vision</b>	Part of Pacific Source Medical Plans
<b>Basic Life Insurance (Standard Insurance Co)</b>	1 x Annual Salary up to \$100,000 maximum
<b>AD/D Insurance (Standard Insurance Co)</b>	1 x Annual Salary up to \$100,000 maximum
<b>Long Term Disability (Standard Insurance Co)</b>	60% Wage replacement coverage for full-time employees disabled for more than 90 days.
<b>Retirement</b>	<ul style="list-style-type: none"> <li>• Oregon Public Employee's Retirement System (OPERS)</li> <li>• Employee pick-up of 6% of salary paid by the City after 6 months</li> </ul>
<b>Employee Assistance Program (DIRECTION)</b>	Confidential personal and mental health counseling for all members of the employee's household. <ul style="list-style-type: none"> <li>• 6 free visits per problem per calendar year</li> </ul>
<b>Holidays</b>	Ten (10) regular scheduled holidays plus one (1) floating holiday (prorated for partial year)
<b>Vacation</b>	<ul style="list-style-type: none"> <li>• 0-3 years = Accrue 3.693 hours bi-weekly, 96 hrs annually</li> <li>• 4-8 years = Accrue 4.308 hours bi-weekly, 111.96 hrs annually</li> <li>• 9-13 years = Accrue 4.925 hours bi-weekly, 128.04 hrs annually</li> <li>• 14-18 years = Accrue 5.858 hours bi-weekly, 152.04 hrs annually</li> <li>• 19+ years = Accrue 6.154 hours bi-weekly, 159.96 hrs annually, plus .309 hours bi-weekly or 8.0 annually for each year beyond 19</li> <li>• Available after six (6) months of employment</li> <li>• Available month following accrual</li> <li>• Maximum accrual 500 hours</li> <li>• Pay-out at termination if employed for six months or more limited to 80 hours more than one year's accrual</li> </ul>
<b>Sick Leave</b>	<ul style="list-style-type: none"> <li>• Accrue 3.693 hours per bi-weekly pay period, 96 hrs annually</li> <li>• Available month following accrual</li> <li>• Prorated for partial months</li> <li>• Maximum accrual 960 hours (No limit for Management)</li> <li>• Maximum payout at retirement 480 hours</li> </ul>

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### Voluntary Benefits (Employee Paid)

<b>Sick Leave Reserve Program</b>	<p>A bank of sick leave available to employees who exhaust all forms of paid leave due to a serious illness.</p> <ul style="list-style-type: none"> <li>• Must donate one day of sick leave each year to participate in the program</li> <li>• Must re-enroll each year</li> <li>• Eligibility for leave determined by years of service and approval by Human Resources</li> </ul>
<b>Flexible Spending Account (FSA) (Manley Administrative Services)</b>	<p>A voluntary pretax payroll deduction for out of pocket medical and/or childcare expenses under IRC Section 125</p> <ul style="list-style-type: none"> <li>• Must be used within the plan year</li> <li>• Can not change deduction (except for childcare)</li> </ul>
<b>Supplemental Life Insurance (Standard Insurance Co)</b>	<p>Term life insurance for employee, spouse and children</p> <ul style="list-style-type: none"> <li>• Cost increases with age</li> <li>• Guaranteed coverage if purchased within 30 days of hire.</li> </ul>
<b>Accidental Death &amp; Dismemberment Insurance (Standard Insurance Co)</b>	<p>Employee only or family accidental death and dismemberment coverage</p> <ul style="list-style-type: none"> <li>• Up to \$300,000</li> <li>• Family coverage available</li> </ul>
<b>Short Term Disability Insurance (Sun Life Assurance Co.)</b>	<p>60% Gross wage replacement coverage for employees disabled for more than 15 days and a maximum of 90 days.</p>
<p><b>Deferred Compensation:</b></p> <ul style="list-style-type: none"> <li>• <b>ING-Financial Planning</b></li> <li>• <b>ICMA/RC</b></li> <li>• <b>Oregon Saving Growth Plan (OSGP)</b></li> </ul>	<p>Retirement investment options under IRC Section 457 provided through:</p> <ul style="list-style-type: none"> <li>• Pre-tax deferral of wages</li> <li>• Employee manages the funds</li> <li>• No withdrawal until termination of employment</li> <li>• \$16,500 limit per year limit</li> <li>• Additional \$5,500 annual catch-up option if over age 50</li> </ul>

### Medical and Dental Rates

Total Medical/Dental Amount per Month	HIP	PPO
<b>Single</b>	\$ 590.76	\$ 916.36
<b>Two Party</b>	\$ 1,262.12	\$ 1,977.86
<b>Family</b>	\$ 1,748.44	\$ 2,724.04
<b>City Total Premium Share</b>		
<b>Single</b>	\$ 531.69	\$ 531.69
<b>Two Party</b>	\$ 1,135.91	\$ 1,135.91
<b>Family</b>	\$ 1,573.60	\$ 1,573.60
<b>Employee Total Premium Share</b>		
<b>Single</b>	\$ 59.07	\$ 384.67
<b>Two Party</b>	\$ 126.21	\$ 841.95
<b>Family</b>	\$ 174.84	\$ 1,150.44