

# 2016 City of Springfield Benefit Package for AFSCME Employees



## City Provided Benefits

<b>Medical</b> <i>(Required for employee)</i>	Pacific Source HIP (See Benefit Handbook for details) (See premium table below for employee share of premiums)			
<b>Health Reimbursement Account</b>	City pays into HRA for HIP (High deductible plan) enrollment only. <ul style="list-style-type: none"> <li>\$100 per month for single (\$1200 total annual)</li> <li>\$200 per month for Two Party and Family (\$2400 total annual)</li> </ul>			
<b>Dental</b> <i>(Required for employee)</i>	Oregon Dental Service (ODS) (Employee pays a portion of the premium)			
<b>Vision</b>	Part of Pacific Source Medical Plans			
<b>Basic Life Insurance</b> <i>(Standard Insurance Co.)</i>	1 x Annual Salary up to \$100,000 maximum			
<b>AD/D Insurance</b> <i>(Standard Insurance Co.)</i>	1 x Annual Salary up to \$100,000 maximum			
<b>Long Term Disability</b> <i>(Standard Insurance Co.)</i>	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>City pays "PERS Employee pick-up of 6%" of salary 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 issues per calendar year</li> </ul>			
<b>FireMed</b>	FireMed membership to all AFSCME employees.			
<b>Willamalane</b>	Willamalane Center membership to all AFSCME employees.			
<b>Holidays</b>	Nine (9) regular scheduled holidays plus two (2) floating holidays (prorated for partial year)			
<b>Vacation</b>			Accrual Rate:	
	Years of Service	Bi-weekly	Monthly	Annual
	1 to 4	3.69	8.00	96.02
	4 to 9	4.61	10.00	120.00
	9 to 13	5.23	11.33	136.00
	14 to 18	6.15	13.33	160.00
19	6.46 + .308	14. + .667*	168. + 8*	
	<ul style="list-style-type: none"> <li>*For each year beyond nineteen (19) through twenty-four (24)</li> <li>Maximum accrual 500 hours,</li> <li>Maximum payout (after 6 months employment) is balance on books.</li> </ul>			
<b>Sick Leave</b>	<ul style="list-style-type: none"> <li>Accrue 8 hours per month</li> <li>Available month following accrual</li> <li>Prorated for partial months</li> <li>Maximum accrual 960 hours</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) (PacificSource Administrators)</b>	<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"> <li>• Must be used within the plan year</li> <li>• Cannot change deduction mid-year (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>
<b>Deferred Compensation:</b>	<p>Retirement investment options under IRC Section 457 provided through:</p> <ul style="list-style-type: none"> <li>• ING-Financial Planning</li> <li>• ICMA/RC</li> <li>• Oregon Saving Growth Plan (OSGP)</li> </ul>
	<ul style="list-style-type: none"> <li>• Pretax deferral of wages</li> <li>• Employee manages the funds</li> <li>• No withdrawal until termination of employment</li> <li>• \$18,000 limit per year limit</li> <li>• Additional \$6,000 annual catch-up option if over age 50</li> </ul>

### Medical and Dental Rates

Total Medical/Dental Amount per Month	HIP
<b>Single</b>	\$ 660.38
<b>Two Party</b>	\$ 1,413.04
<b>Family</b>	\$ 1,955.78
<b>City Total Premium Share</b>	
<b>Single</b>	\$ 594.34
<b>Two Party</b>	\$ 1,271.75
<b>Family</b>	\$ 1,760.20
<b>Employee Total Premium Share</b>	
<b>Single</b>	\$ 66.04
<b>Two Party</b>	\$ 141.29
<b>Family</b>	\$ 195.58