



Summary of Benefits

(Effective January 1, 2024)

Medical/Prescription/Dental/Vision – City pays 90% of premium for employee plans



Regence: Low-Deductible with Alternative Care (acupuncture, chiropractic, hearing aids)

\$500 (Ind.)/\$1,500 (Fam.) deductible; \$20 copay for office visits, 20% coinsurance

\$2,500/\$5,500 Out-of-Pocket Maximum

Vision: \$10 copay annual exam, \$25 copay frames (2 yrs) & lenses (yearly) with allowance limit

Delta Dental: \$2,000/year max, \$25 deductible, 100% paid for preventative, orthodontia

Willamette Dental: No annual max or deductible, \$20 copay office visit, orthodontia

Kaiser: Low-Deductible with Alternative Care (acupuncture, chiropractic, massage, naturopathic, hearing aids)

\$250 (Ind.)/\$750 (Fam.) deductible; \$0 office visits, tiered copays and 20% coinsurance

\$2,000/\$6,000 Out-of-Pocket Maximum

Vision: \$15 copay annual exam, \$150 annual allowance for hardware

Dental: \$2,000/year max, no deductible, \$10 office visits

Retirement – 457(b) Deferred Compensation Plan + City contributes Employee 6% to PERS/OPSRP



Accidental Death & Dismemberment – City pays 100% of the premium for a \$50,000 benefit

Life Insurance – City pays 100% of the premium for \$50,000 policy



Employees and/or spouses can elect amounts from \$10,000 to \$300,000 in \$10,000 increments for Supplemental Employee/Spouse/Domestic Partner Life coverage, and a Voluntary \$10,000 Dependent Life blanket coverage for all eligible employees

Long Term Disability – City pays 100% of the premium

After a 90-day elimination period from the date of disability, monthly non-taxable benefit of 50% of monthly salary (maximum \$5,000)

Flexible Spending Accounts – paid 100% by employee



Healthcare: up to \$2,850 pre-tax annually to cover out-of-pocket medical expenses
Dependent Care: up to \$5,000 pre-tax annually to cover work-related childcare expenses
Commuter Benefits: up to \$270/month each for parking and mass transit reimbursement

Supplemental Coverage – employee pays 100% of the premiums



CIS: Trauma, Critical Illness, Hospital Indemnity, Accident, Identity Protection
Aflac: Short Term Disability, Accident, Cancer, Critical Care, Hospital, Dental, and Vision.

Holidays – 11 Total

| | | | | |
|------------------|-----------------------------------|-----------------|------------------|------------------------|
| New Year's Day | Martin Luther King Jr.'s Birthday | President's Day | Memorial Day | Juneteenth |
| Independence Day | Labor Day | Veteran's Day | Thanksgiving Day | Day After Thanksgiving |
| Christmas Day | | | | |

Personal Time Off – for all eligible full-time employees

| | |
|---|-----------------------------------|
| Before 1 st Anniversary: 128 hours | After 10th Anniversary: 224 hours |
| After 1 st Anniversary: 176 hours | After 15th Anniversary: 248 hours |
| After 5 th Anniversary: 200 hours | After 20th Anniversary: 272 hours |

Sick Leave – accrue up to 40 hours annually for part-time employees, prorated based on hours worked