



City of Lake Oswego
Human Resources Department

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BENEFIT SUMMARY – MANAGERS, SUPERVISORS & CONFIDENTIAL EMPLOYEES

The City of Lake Oswego offers a wide range of benefits as part of your total compensation package. This summary is a general outline of the benefits that are available to regular status employees that are employed for 20 or more hours per week. Please contact Human Resources with any questions.

<p>Medical/Vision Insurance</p>	<p>City of Lake Oswego offers 2 plan options for you and your dependents.</p> <ul style="list-style-type: none"> • Regence Blue Cross Blue Shield and VSP Vision-Traditional PPO In-network and out-of-network coverage, no referral for specialist care. • Kaiser Permanente Medical and Vision Services provided exclusively by Kaiser providers through a primary care physician (PCP). <p>Detailed benefit plan summaries for each plan is available upon request. The monthly employee cost for health insurance depends on the plan selected and if dependents are enrolled.</p>
<p>Dental Insurance</p>	<p>Comprehensive coverage through 2 plan options for you and your dependents.</p> <ul style="list-style-type: none"> • Delta Dental PPO-Moda Health Plan In-network and out-of-network coverage, no referral for specialist care • Kaiser Permanente Dental Kaiser dentists agree to provide services to you at a discounted, negotiated fees and copays. Out-of-network services are not covered. <p>With your choice, you will have access to a plan that includes preventive, routine and major dental care as well as orthodontic benefits for child dependents. There is no monthly cost to employee's for dental insurance.</p>
<p>Life Insurance</p>	<p>Standard Life Insurance Company City paid insurance amount of \$50,000 for Basic Life and \$50,000 Accidental Death and Dismemberment</p> <p>Supplemental life insurance coverage available for purchase for you, your spouse and dependents with guaranteed issue amounts (GI).</p>
<p>Long Term Disability Insurance (LTD)</p>	<p>Standard Life Insurance Company City paid long-term disability (LTD) insurance plan which guarantees that you will receive 60% of your salary, up to \$6,000, following a 90-day waiting period.</p>

Survivors' Income Insurance	<p>Standard Life Insurance Company</p> <p>The City provides you with an insurance policy which gives your eligible survivors a monthly income after your death equal to a percentage of your insured earnings.</p>
Workers' Compensation Insurance	<p>SAIF Corporation</p> <p>You are provided workers' compensation insurance in accordance with Oregon Revised Statutes.</p>
Public Employee Retirement System (PERS)	<p>Oregon Public Employees Retirement System (PERS)</p> <p>Benefits paid by PERS are funded from 2 sources:</p> <ul style="list-style-type: none"> • Member IAP contributions* paid on your behalf by the City (currently 6% of subject salary); and • Employer contributions* <p>*contributions are made 6 months after employment (unless you are a previous or current member of PERS) and amounts are determined by PERS.</p> <p>Vesting: Employee IAP Account – immediately, Pension Benefit Employer Contribution– 5 calendar years</p>
Employee Assistant Program (EAP)	<p>Canopy</p> <p>The EAP offers 5 confidential counseling and 24-hour crisis help to employees and their families at no cost. Other services include educational resources, legal assistance and financial help.</p>
Voluntary Employee Benefits Account (VEBA)	<p>HRA Veba</p> <p>City contributions* are made to a health reimbursement account to reimburse qualified medical, dental, and vision expenses and premiums you may incur on behalf of yourself, your spouse, dependents. The contribution amount is \$100 per month.</p> <p>*Contributions contributed monthly by the City or with leave transfer and/or cash-out funds.</p>
Deferred Compensation Plan	<p>MissinSquare Retirement</p> <p>The City offers a 457(b) deferred compensation retirement plan. Contribution amounts can be specified as a percentage or dollar amount for pre-tax and/or Roth contributions. Eligibility is at hire and participation in this plan is voluntary.</p>
Flexible Spending Account (FSA)	<p>Allegiance</p> <p>Flexible Spending Accounts save you money by reducing the taxes you pay. Your FSA contributions are deducted from each paycheck before federal, FICA and, in most cases, state taxes are calculated. Use your FSA contributions to pay for eligible expenses incurred by you, your spouse, and your dependents.</p>

Holidays	<p>The following holidays are observed throughout the year: New Year's Day, Martin Luther King Birthday, President's Day, Juneteenth, Independence Day, Labor Day, Memorial Day, Veteran's Day, Thanksgiving Day and Day after Thanksgiving, Christmas Day, and one Personal Holiday.</p> <p>In some years, employees are also eligible for 4 hours holiday on Christmas Eve and 4 hours holiday on New Years' Eve.</p> <p>Managers and supervisors who do not receive overtime are eligible for management leave (32 to 40 hours per fiscal year depending on their pay grade).</p>										
Vacation	<p>Employees shall accumulate vacation in the following manner:</p> <table data-bbox="630 527 1235 701"> <tr> <td>0-3 years:</td> <td>12 days (8 hours per month)</td> </tr> <tr> <td>4-9 years:</td> <td>16.5 days (11 hours per month)</td> </tr> <tr> <td>10-15 years:</td> <td>21.5 days (14.33 hours per month)</td> </tr> <tr> <td>16-19 years:</td> <td>23.5 days (15.66 hours per month)</td> </tr> <tr> <td>20+ years:</td> <td>25 days (16.67 hours per month)</td> </tr> </table> <p>Part-time employee vacation hours are pro-rated based on hours worked. Vacation time may accumulate to maximum of 2 times yearly accrual. Excess vacation time will be transferred to employees VEBA account.</p>	0-3 years:	12 days (8 hours per month)	4-9 years:	16.5 days (11 hours per month)	10-15 years:	21.5 days (14.33 hours per month)	16-19 years:	23.5 days (15.66 hours per month)	20+ years:	25 days (16.67 hours per month)
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Sick Leave	<p>At hire, 48 hours of sick time will be available. After a full 6 months of employment, sick hours will then be accrued a monthly basis at a rate of 8 hours per month.</p> <p>Part-time employee sick hours are pro-rated based on hours worked. Sick leave may be accumulated to 1080 hours. Anything over 1080 hours will be transferred to employees VEBA account.</p>										