

# 2012 City of Springfield Benefit Package for AFSCME Employees



## City Provided Benefits

<b>Medical (Required for employee)</b>	Choice of Pacific Source HIP or PPO (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 (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>• 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>	Fire Med 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 3	3.69	8.00      96.02
	4 to 8	4.31	9.33      112.01
	9 to 13	4.93	10.67      128.05
	14 to 18	5.85	12.67      152.05
19 +	6.15	13.33      160.00	
	<ul style="list-style-type: none"> <li>• +.67 for each year beyond 19</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>		

## 2012 City of Springfield Benefit Package for AFSCME Employees



### 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> <ul style="list-style-type: none"> <li>• ING-Financial Planning</li> <li>• ICMA/RC</li> <li>• Oregon Saving Growth Plan (OSGP)</li> </ul>	<p>Retirement investment options under IRC Section 457 provided through:</p> <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>• \$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 (new)
<b>Single</b>	\$ 594.32	\$ 713.50
<b>Two Party</b>	\$ 1,267.82	\$ 1,529.88
<b>Family</b>	\$ 1,757.86	\$ 2,115.06
<b>City Total Premium Share</b>		
<b>Single</b>	\$ 534.90	\$ 534.90
<b>Two Party</b>	\$ 1,141.05	\$ 1,141.05
<b>Family</b>	\$ 1,582.07	\$ 1,582.07
<b>Employee Total Premium Share</b>		
<b>Single</b>	\$ 59.42	\$ 178.60
<b>Two Party</b>	\$ 126.77	\$ 388.83
<b>Family</b>	\$ 175.79	\$ 532.99