

2014 City of Springfield Benefit Package for SPA Employees



City Provided Benefits

Medical <i>(Required for employee)</i>	Choice of Pacific Source HIP or PPO (See Benefit Handbook for details) (See premium table below for employee share of premiums)																													
Health Reimbursement Account	City pays into HRA for HIP (High deductible plan) enrollment only. <ul style="list-style-type: none"> \$100 per month for single (\$1200 total annual) \$200 per month for Two Party and Family (\$2400 total annual) 																													
Dental <i>(Required for employee)</i>	Oregon Dental Service (ODS) (Employee pays a portion of the premium)																													
Vision	Part of Pacific Source Medical Plans																													
Basic Life Insurance <i>(Standard Insurance Co)</i>	\$20,000 Group Life Insurance policy																													
AD/D Insurance <i>(Standard Insurance Co)</i>	\$20,000 Accidental Death and Dismemberment policy																													
Mandatory Life <i>(Assurant Employee Benefits)</i>	\$10,000 for job related death. (Sworn employees only)																													
Long Term Disability <i>(Standard Insurance Co)</i>	60% Wage replacement coverage for full-time employees who are disabled for more than 60 days.																													
Pre-Retirement Life <i>(Employees hired before 4/1/96)</i>	Pre-retirement life insurance for active employees on the City Retirement Plan. \$150,000 maximum decreasing based on age and annual salary.																													
Retirement	<ul style="list-style-type: none"> City Retirement Plan if hired before April 1996. PERS if hired after April 1, 1996. 																													
Employee Assistance Program (DIRECTION)	Confidential personal and mental health counseling for all members of the employee's household. <ul style="list-style-type: none"> 6 free visits per problem per calendar year 																													
Willamalane	Willamalane Center membership to all employees.																													
Floating Holidays	<ul style="list-style-type: none"> Accrue 4.308 hours bi-weekly Available to use the month following accrual Maximum accrual is 112 hours, payout each month for balance above Maximum Payout upon termination 																													
Vacation	<table border="1"> <thead> <tr> <th rowspan="2">Years of Service</th> <th colspan="3">Accrual Rate:</th> </tr> <tr> <th>Bi-weekly</th> <th>Monthly</th> <th>Annual</th> </tr> </thead> <tbody> <tr> <td>0 to 4</td> <td>3.693</td> <td>8</td> <td>96</td> </tr> <tr> <td>5 to 9</td> <td>4.616</td> <td>10</td> <td>120</td> </tr> <tr> <td>10 to 14</td> <td>5.539</td> <td>12</td> <td>144</td> </tr> <tr> <td>15 to 19</td> <td>6.462</td> <td>14</td> <td>168</td> </tr> <tr> <td>20 +</td> <td>7.385</td> <td>16</td> <td>192</td> </tr> </tbody> </table>	Years of Service	Accrual Rate:			Bi-weekly	Monthly	Annual	0 to 4	3.693	8	96	5 to 9	4.616	10	120	10 to 14	5.539	12	144	15 to 19	6.462	14	168	20 +	7.385	16	192	<ul style="list-style-type: none"> Available to use the month following accrual, after 6 months of initial employment Maximum accrual is two years of current accrual rate Payout upon termination if after 6 month of employment 	
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	Bi-weekly	Monthly	Annual																											
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Sick Leave	<ul style="list-style-type: none"> Accrue 3.693 hours per bi-weekly pay period 																													

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- Available to use the month following accrual
- Maximum accrual is 1200 hours
- Payout 50% of accrued balance but only at time of retirement

Voluntary Benefits (Employee Paid)

Flexible Spending Account (FSA) (PacificSource Administrators)	A voluntary pre-tax payroll deduction for out of pocket medical and/or childcare expenses under IRC Section 125 <ul style="list-style-type: none"> • Must be used within the plan year • Cannot change deduction mid-year. (except for childcare)
Supplemental Life Insurance (Standard Insurance Co)	Term life insurance for employee, spouse and children <ul style="list-style-type: none"> • Cost increases with age • Guaranteed coverage if purchased within 30 days of hire.
Accidental Death & Dismemberment Insurance (Standard Insurance Co)	Employee only or family accidental death and dismemberment coverage <ul style="list-style-type: none"> • Up to \$300,000 • Family coverage available
Short Term Disability Insurance (Sun Life Assurance Co.)	60% Gross wage replacement coverage for employees disabled for more than 15 days and a maximum of 90 days.
Deferred Compensation: <ul style="list-style-type: none"> • ING-Financial Planning • ICMA/RC • Oregon Saving Growth Plan 	Retirement investment options under IRC Section 457 provided through: <ul style="list-style-type: none"> • Pre-tax deferral of wages • Employee manages the funds • No withdrawal until termination of employment • \$17,500 limit per year limit • Additional \$5,500 annual catch-up option if over age 50

Medical and Dental Rates

Total Medical/Dental Amount per Month	HIP	PPO
Single	\$ 620.80	\$ 745.94
Two Party	\$ 1,326.02	\$ 1,601.18
Family	\$ 1,837.18	\$ 2,212.24
City Total Premium Share		
Single	\$ 602.18	\$ 602.18
Two Party	\$ 1,286.24	\$ 1,286.24
Family	\$ 1,782.08	\$ 1,782.08
Employee Total Premium Share		
Single	\$ 18.62	\$ 143.76
Two Party	\$ 39.78	\$ 314.94
Family	\$ 55.10	\$ 430.16