

2016 City of Springfield Benefit Package for Non-Union Employees



City Provided Benefits

Medical <i>(Required for employee)</i>	Pacific Source HIP (See Benefit Handbook for details) (See attached premium table 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>	1 x Annual Salary up to \$100,000 maximum			
AD/D Insurance <i>(Standard Insurance Co)</i>	1 x Annual Salary up to \$100,000 maximum			
Long Term Disability <i>(Standard Insurance Co)</i>	60% Wage replacement coverage for full-time employees disabled for more than 90 days.			
Retirement	<ul style="list-style-type: none"> Oregon Public Employee's Retirement System (OPERS) Employee pick-up of 6% of salary paid by the City after 6 months 			
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 			
FireMed	FireMed membership to all employees.			
Willamalane	Willamalane Center membership to all employees.			
Holidays	Ten (10) regular scheduled holidays plus one (1) floating holiday (prorated for partial year)			
Vacation	GENERAL SERVICE	Accrual Rate:		
	Years of Service	Bi-weekly	Monthly	Annual
	1 to 3	3.693	8.00	96.02
	4 to 8	4.308	9.33	112.01
	9 to 13	4.925	10.67	128.05
	14 to 18	5.848	12.67	152.05
	19 +	6.154	13.33	160.00
	EXEMPT	Accrual Rate:		
	Years of Service	Bi-weekly	Monthly	Annual
	1 to 3	5.234	11.340	136.08
	4 to 8	5.843	12.660	151.92
	9 to 13	6.462	14.000	168.00
	14 to 18	7.385	16.000	192.00
	19 +	7.694	16.670	200.04
	EXECUTIVE TEAM	Accrual Rate:		
Years of Service	Bi-weekly	Monthly	Annual	
1 to 3	6.771	14.67	176.04	
4 to 8	7.385	16.00	192.00	
9 to 13	8.000	17.34	208.00	
14 to 18	8.924	19.34	232.00	
19 +	9.231	20.00	240.00	

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Vacation	<ul style="list-style-type: none"> + .309 hours bi-weekly, 8 annually for each year beyond 19 Available after six (6) months of employment Maximum accrual 500 hours Pay-out at termination if employed for six months or more limited to 80 hours more than one year's accrual
Sick Leave	<ul style="list-style-type: none"> Accrue 3.693 hours per bi-weekly pay period, 96 hrs annually Maximum accrual 960 hours (No limit for Management) Maximum payout at retirement 480 hours

Voluntary Benefits (Employee Paid)

Sick Leave Reserve Program	<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"> Must donate one day of sick leave each year to participate in the program Must re-enroll each year Eligibility for leave determined by years of service and approval by Human Resources
Flexible Spending Account (FSA) (PacificSource Administrators)	<p>A voluntary pretax payroll deduction for out of pocket medical and/or childcare expenses under IRC Section 125</p> <ul style="list-style-type: none"> Must be used within the plan year Can not change deduction (except for childcare)
Supplemental Life Insurance (Standard Insurance Co)	<p>Term life insurance for employee, spouse and children</p> <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)	<p>Employee only or family accidental death and dismemberment coverage</p> <ul style="list-style-type: none"> Up to \$300,000 Family coverage available
Short Term Disability Insurance (Sun Life Assurance Co.)	<p>60% Gross wage replacement coverage for employees disabled for more than 15 days and a maximum of 90 days.</p>
Deferred Compensation:	<p>Retirement investment options under IRC Section 457 provided through:</p> <ul style="list-style-type: none"> Pre-tax deferral of wages Employee manages the funds No withdrawal until termination of employment \$18,000 limit per year limit Additional \$6,000 annual catch-up option if over age 50
<ul style="list-style-type: none"> ING-Financial Planning ICMA/RC Oregon Saving Growth Plan (OSGP) 	

Medical and Dental Rates

Total Medical/Dental Amount per Month	HIP	
Single	\$	660.38
Two Party	\$	1,413.04
Family	\$	1,955.78
City Total Premium Share		
Single	\$	594.34
Two Party	\$	1,271.75
Family	\$	1,762.00
Employee Total Premium Share		
Single	\$	66.04
Two Party	\$	141.29
Family	\$	195.58