

2016 City of Springfield Benefit Package for SEIU and Non-Union Part-Time Employees



City Provided Benefits

Medical (Optional)	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 to offset out of pocket costs on HIP (High deductible plan) 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 (Optional, but required with Medical enrollment)	Oregon Dental Service (ODS) (Employee pays a portion of the premium)
Vision	Part of Pacific Source Medical Plans
Basic Life Insurance (Standard Insurance Co)	1 x Annual Salary up to \$100,000 maximum
AD/D Insurance (Standard Insurance Co)	1 x Annual Salary up to \$100,000 maximum
Retirement	<ul style="list-style-type: none"> • Oregon Public Employee's Retirement System (OPERS) • City pays "PERS Employee pick-up of 6%" of salary 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 (OPEU only)	Fire Med membership to all OPEU employees only.
Holidays	Ten (10) regular scheduled holidays plus <ul style="list-style-type: none"> • OPEU: two (2) floating holiday (prorated for partial year) • Non-Union: one (1) floating holiday (prorated for partial year)
Vacation	<ul style="list-style-type: none"> • Beginning Accrual is prorated from 3.693 hours per bi-weekly pay period based on actual hours worked (exempt employees accrue based on 5.234 hours bi-weekly times the FTE) • Maximum Accrual 500 hours • Maximum payout (after 6 months employment) 80 hours more than annual accrual
Sick Leave	<ul style="list-style-type: none"> • Accrual prorated from 3.693 hours per month based on actual hours worked per month (exempt employees accrue based on FTE) • Available month following accrual • Prorated for partial months • Maximum accrual 960 hours • Maximum payout at retirement 480 hours

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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) (Manley Administrative Services)	<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"> • Must be used within the plan year • Cannot change deduction mid-year (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>
<p>Deferred Compensation:</p> <ul style="list-style-type: none"> • ING-Financial Planning • ICMA/RC • Oregon Saving Growth Plan 	<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 • \$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	
Single	\$	660.38
Two Party	\$	1,413.04
Family	\$	1,955.78
.5 to .64 FTE Total Employee Premium Share		
Single	\$	99.04
Two Party	\$	211.92
Family	\$	293.37
.65 to .79 FTE Total Employee Premium Share		
Single	\$	89.16
Two Party	\$	190.74
Family	\$	264.03