

Summary of Benefits



MANAGEMENT/PROFESSIONAL SUPERVISORY & CONFIDENTIAL EMPLOYEES PTO/MLB LEAVE PROGRAM 2016

This summary does not constitute an offer of a contract and should not be construed as a contractual agreement between the City and its employees. The City reserves the right at any time to withdraw or amend any portion of these benefits as they apply to current or future employees.

This summary is intended to provide only a general overview of the City of Tigard benefits. Please refer to individual benefit booklets for answers to specific questions regarding benefits and coverage.

MEDICAL/VISION (see plan summaries/flyers for more detail)
Effective: 1st day of month following 1 full month of employment

Regence Plan I-C:

Deductible: \$300/claimant; \$900/family

	Category 1	Category 2	Category 3
Maximum co-insurance Per calendar year	\$2,300/claimant	\$2,300/claimant	\$4,300/claimant
Claimant Responsibility	20%	40%	40%
Covered Services	Please review to Plan I-C PPP Rx2 plan summary for more specific service information		
VSP	Please refer to applicable benefit summaries		
Alternative Care			
Prescription Coverage			

Regence Plan V-E:

Deductible: \$500/claimant; \$1,500/family

	Category 1	Category 2	Category 3
Maximum co-insurance Per calendar year	\$1,000/claimant	\$1,000/claimant	\$2,000/claimant
Claimant Responsibility	10%	30%	30%
Covered Services	Please review to Plan V-E PPP Rx4 plan summary for more specific service information		
VSP	Please refer to applicable benefit summaries		
Alternative Care			
Prescription Coverage			

Kaiser:

Deductible: Not Applicable

Maximum co-insurance Per calendar year	\$600/claimant; \$1,200/family
Claimant Responsibility	\$10 co-pay per visit*
Covered Services*	Please refer to Kaiser plan summary for more specific service information including vision, alternative care, and prescription coverage

DENTAL (see plan summaries/flyers for more detail)
Effective: 1st day of month following 1 full month of employment

<ul style="list-style-type: none"> Kaiser Dental 	Benefit Maximum/year: Unlimited Deductible: None Preventative Services: \$10/visit Basic Services: \$10/visit Major Services: Co-pay depends on service Orthodontia Services: n/a
<ul style="list-style-type: none"> Delta Dental 	Benefit Maximum/year: \$1,500 Deductible: None Preventative Services: 70-100% Basic Services: 70-100% Major Services: 50% Orthodontia Services: n/a
<ul style="list-style-type: none"> Willamette Dental 	Benefit Maximum/year: Unlimited Deductible: None Preventative Services: \$10/visit Basic Services: \$10/visit Major Services: \$10/visit

Orthodontia Services: \$1,500/co-pay

VEBA (see plan summary/flyer for details)

Effective: Day of Hire; 1st month pro-rated

Voluntary Employee Beneficiary Account

- \$50/month contributed by the City
- Maximum benefit of \$600/year

LIFE INSURANCE PROGRAMS (see plan summaries/flyers for details)

Life Insurance (City-sponsored)

- Effective: 1st of month following 2 full months of employment
- \$50,000 Life w/AD & D

Voluntary Life Insurance
• Additional Employee
• Spouse
• Dependent

- Effective: 1st of month following 2 full months of employment
- Must apply within 30 days of hire

RETIREMENT PROGRAMS

Effective: 6 months after date of hire

ICMA 401(a)

- City contributes 11% of monthly salary
- Employee can contribute up to 6% of base salary after tax

PERS (Sworn Police Only)

- City picks up employer and employee contributions

DEFERRED COMPENSATION (457)

Effective: Day of Hire

ICMA 457

- Employee can contribute pre-tax dollars into optional retirement plan(s);
- City contributes up to a total of 3% in matching funds to a deferred compensation plan

ING 457

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- City contributes up to a total of 3% in matching funds to a deferred compensation plan

PAID TIME OFF (PTO) & MEDICAL LEAVE BANK (MLB)

Effective: All new employees hired after July 1, 2007

PTO

- Benefits are prorated based on 26 pay periods
- Part-time employee benefits are prorated based on hours worked
- Based on specific criteria outlined in the Personnel Policies for Management, Supervisory & Confidential Employees, TPOA employees promoted to Management have option of participation
- See Personnel Policies for Management, Supervisory & Confidential Employees

<u>Years of Service</u>	<u>Accrual Rate/Month</u>
0 - 6 month	6.0 hours per month PTO through probation 40 hours credited at the end of probationary period
Beginning 7 months of service	13.0 hours/month
Beginning 1 year of service	14.0 hours/month
Beginning 6 years of service	16.0 hours/month
Beginning 11 years of service	18.5 hours/month
Beginning 16 years of service	20.0 hours/month
Beginning 20 years of service	22.0 hours/month

MLB

- Available for illnesses/injuries more than 16 consecutive work hours
- Accrual: 48 hours per year
- Part-time employee benefits are prorated based on FTE
- Based on specific criteria outlined in the Personnel Policies for Management, Supervisory & Confidential Employees, TPOA employees promoted to Management have option of participation. See Personnel Policies for Management, Supervisory & Confidential Employees

OTHER LEAVE

Leaves of Absence <ul style="list-style-type: none">• FLMA• Bereavement• Jury• Leave w/o Pay	<ul style="list-style-type: none">• See Personnel Policies for Management, Supervisory & Confidential Employees
Holidays	<ul style="list-style-type: none">• Effective: 1st day of employment• 10 paid holidays per year

OTHER BENEFITS

Long Term Disability	<ul style="list-style-type: none">• Effective: 1st day of the month following 6 full months of employment• See plan document
Flexible Spending Account (ASI Flex)	<ul style="list-style-type: none">• Effective: 1st day of the month following two full months of employment• Employees can use pre-tax dollars for health premiums, reimbursement of medical expenses, and child/elder care
Employee Assistance Program (EAP)	<ul style="list-style-type: none">• Effective: 1st day of employment• 5 sessions per situation per year for employee & dependents
Educational Assistance	<ul style="list-style-type: none">• Effective: 6 months after employment• See Personnel Policies for Management, Supervisory, and Confidential Employees
Credit Union	<ul style="list-style-type: none">• Effective: 1st day of employment• Choice of 2 – optional participation
	<ul style="list-style-type: none">•

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