



# SEIU Benefits Summary

| MEDICAL   | DENTAL              | OTHER                       |
|---|---------------------|-----------------------------|
| <b>Regence Copay B with VSP Vision</b><br>› Deductible: \$500/Claimant, \$1500/family | <b>Delta Dental</b> | Flexible Spending           |
|   | <b>Willamette</b>   | Long Term Disability        |
| <b>Kaiser Copay B with Vision</b><br>› Deductible: \$0; \$20 copay                    | <b>Kaiser</b>       | Employee Assistance Program |
|   |                     | Credit Union                |

## VEBA (VOLUNTARY EMPLOYEE BENEFIT ACCOUNT)

### What is VEBA?

› A reimbursement account for medical, dental and vision; may be saved for post employment health expenses

**Effective:** 1st day of employment; 1st month pro-rated | **City Contribution:** \$75 per month

## LIFE INSURANCE

**City Sponsored:** \$25,000 w/AD&D

**Effective:** 1st of month following 2 full months of employment | **Voluntary:** Amount designated by employee (*must apply within 30 days*)

## RETIREMENT PROGRAMS

**401(a):** City contributes 10% of salary | **Effective:** 6 months after date of hire

**Deferred Compensation:** City contributes 1% of salary after 10 years of employment | **Effective:** Optional upon hire  
Employee may contribute at any time.

## PAID VACATION

| YEARS OF SERVICE | ACCRUAL RATE/MONTH (HOURS)                                 |
|------------------|--|
| 0–6 months       | 20 hours of vacation credited upon completion of probation |
| 7 months         | 8.0  |
| 5 years          | 10.0   |
| 10 years         | 12.5   |
| 15 years         | 14.0   |
| 20 years         | 16.0   |

\* Leave pro-rated for part-time staff

## OTHER LEAVE

**Holidays:** 10 recognized holidays  
20 hours of floating holiday leave

**Paid Bereavement Leave**

**Paid Jury Duty Leave**

**Paid Sick Leave**

Accrual: 96 hours annually (first 40 hours accrue on January 1, remaining hours accrue equally in each of 26 pay periods)

## COMMUTER BENEFITS

TriMet Universal Transit Pass for eligible employees, on-site bike lockers, and a variety of other commute incentives.