

Summary of Benefits



TIGARD POLICE OFFICER'S ASSOCIATION 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 months of employment

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 months of employment

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
Delta Dental	Benefit Maximum/year:	\$1,500
	Deductible:	None
	Preventative Services:	70-100%
	Basic Services:	70-100%
	Major Services:	50%
	Orthodontia Services:	n/a
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: 1st day of employment

Voluntary Employee Beneficiary Account	<ul style="list-style-type: none">• \$75/month contributed by the city• Maximum benefit of \$900/year
---	--

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

Effective: 1st day of month following 2 full months of employment

Life Insurance (City-sponsored)	<ul style="list-style-type: none">• \$25,000 Life w/AD & D
--	--

Statutory Life Insurance (Sworn)	<ul style="list-style-type: none"> • Effective: 1st day of employment • \$10,000 policy paid by the city
Voluntary Life Insurance <ul style="list-style-type: none"> • Additional Employee • Spouse • Dependent 	<ul style="list-style-type: none"> • Must apply within 30 days of hire • Can apply and make changes during annual open enrollment

RETIREMENT PROGRAMS
Effective: 6 months after date of hire

PERS (Sworn)	<ul style="list-style-type: none"> • City picks up employer and employee contributions
ICMA 401(a) (Non-sworn)	<ul style="list-style-type: none"> • City contributes 10% of monthly salary • Employee can contribute up to 6% of base salary after tax

DEFERRED COMPENSATION (457) PROGRAMS
Effective: 1st day of employment

ICMA 457 ING 457	<ul style="list-style-type: none"> • Employee can contribute pre-tax dollars into optional retirement plan(s)
---------------------	--

SICK LEAVE
Effective: 1st day of employment

Sick Leave	<ul style="list-style-type: none"> • Available for illnesses/injuries • Accrual: 96 hours per year • First 40 hours accrue on January 1, remaining hours accrue equally in each of 26 pay periods • Part-time employee benefits are prorated based on hours worked • See TPOA Bargaining Agreement
------------	---

VACATION
Effective: 1st day of employment

Vacation	<ul style="list-style-type: none"> • Benefits are prorated based on 26 pay periods • Part-time employee benefits are prorated based on hours worked using the schedule below • See TPOA Bargaining Agreement <table border="1" style="margin-left: 20px;"> <thead> <tr> <th><u>Years of Service</u></th> <th><u>Accrual Rate/Month</u></th> </tr> </thead> <tbody> <tr> <td>0 – 1 year</td> <td>6-2/3 hours per month</td> </tr> <tr> <td>1 year to 5th year anniversary</td> <td>8.0 hours/month</td> </tr> <tr> <td>5 years to 10th year anniversary</td> <td>10.0 hours/month</td> </tr> <tr> <td>10 years to 15th year anniversary</td> <td>12.0 hours/month</td> </tr> <tr> <td>15 years to 20th year anniversary</td> <td>13.5 hours/month</td> </tr> <tr> <td>20+ years</td> <td>16.0 hours/month</td> </tr> </tbody> </table>	<u>Years of Service</u>	<u>Accrual Rate/Month</u>	0 – 1 year	6-2/3 hours per month	1 year to 5 th year anniversary	8.0 hours/month	5 years to 10 th year anniversary	10.0 hours/month	10 years to 15 th year anniversary	12.0 hours/month	15 years to 20 th year anniversary	13.5 hours/month	20+ years	16.0 hours/month
<u>Years of Service</u>	<u>Accrual Rate/Month</u>														
0 – 1 year	6-2/3 hours per month														
1 year to 5 th year anniversary	8.0 hours/month														
5 years to 10 th year anniversary	10.0 hours/month														
10 years to 15 th year anniversary	12.0 hours/month														
15 years to 20 th year anniversary	13.5 hours/month														
20+ years	16.0 hours/month														

OTHER LEAVE

Leaves of Absence <ul style="list-style-type: none"> • FLMA/OFLA • Bereavement • Jury • Leave w/o Pay 	See TPOA Bargaining Agreement and Citywide Personnel Policies
Holidays	<ul style="list-style-type: none"> • Effective: 1st day of employment • 12 – 8 hour days of compensatory time in lieu of holidays

- Holiday time is pro-rated for part-time employees
- See TPOA Bargaining Agreement

OTHER BENEFITS

Long Term Disability	<ul style="list-style-type: none"> • Effective: 1st day of the month following 6 full months of employment • 60% of base salary; maximum benefit of \$1,000 per month • See plan document
Flexible Spending Account (ASI Flex)	<ul style="list-style-type: none"> • Effective: 1st day of the month following 2 full months of employment • Employees can use pre-tax dollars for health premiums, reimbursement of medical expenses, and child/elder care • Changes are permitted during annual open enrollment period
Employee Assistance Program (EAP)	<ul style="list-style-type: none"> • Effective: 1st day of employment • 5 sessions per situation per year for employee & dependents covered by the city's health insurance
Educational Assistance	<ul style="list-style-type: none"> • See TPOA Bargaining Agreement and Citywide Personnel Policies
Credit Union	<ul style="list-style-type: none"> • Effective: 1st day of employment • Choice of 2 – optional participation