



Management/Non-Rep Benefits Summary

MEDICAL	DENTAL	OTHER
Regence Copay B with VSP Vision › Deductible: \$500/Claimant, \$1500/family	Delta Dental	Flexible Spending
	Willamette	Long Term Disability
Kaiser Copay B with Vision › Deductible: \$0; \$20 copay	Kaiser	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:** \$50 per month

LIFE INSURANCE

City Sponsored: \$50,000 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 11% of salary | **Effective:** 6 months after date of hire

Deferred Compensation: City matches employee's contribution up to 3% | **Effective:** Optional upon hire
Employee may contribute at any time.

PAID TIME OFF	
YEARS OF SERVICE	ACCRUAL RATE/MONTH (HOURS)
0–6 months	6.0 per month through probation; 40 hours credited at the end of probation
7 months	13.0
1 year	14.0
6 years	16.0
11 years	18.5
16 years	20.0
20 years	22.0

* Leave pro-rated for part-time staff

OTHER LEAVE

Holidays: 10 recognized holidays

Paid Bereavement Leave

Paid Jury Duty Leave

Medical Leave Bank (MLB): Long Term
Accrual: 48 hours per year. *Available for illness/injuries more than 2 consecutive work days, or leave protected under state or federal laws (FMLA, OFLA, Oregon Sick Leave, etc.)*

COMMUTER BENEFITS

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