



# Management/Non-Rep Benefits Summary

MEDICAL	DENTAL	OTHER	
<b>Regence Copay F with VSP Vision</b> › Deductible: \$500/Claimant, \$1500/family	<b>Delta Dental</b>	Flexible Spending	Trauma Coverage
	<b>Willamette</b>	Long Term Disability	Hospital Indemnity Plans
<b>Kaiser Copay B with Vision</b> › Deductible: \$0; \$20 copay	<b>Kaiser</b>	Credit Union	Identify Theft Protection
		Employee Assistance Program	

\* Health benefits effective 1st month after start date

## 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.