

City of Albany

Benefits Summary - Fire Union (IAFF) 40-hour employees

July 1, 2024

INSURANCE

Medical, Dental & Vision	<p>Full medical, dental, and vision coverage for employee and all eligible dependents with City paying approximately 95% of premium.</p> <p>Employee contribution for employee up to full family coverage is \$127.33 per month. Dependent opt out option is only available if spouse/domestic partner is contributing to a HSA-qualifying plan.</p>
Life/AD&D	City-paid \$50,000 employee life insurance policy. City-paid \$2,000 dependent life insurance policy (per dependent).
Long-term Disability	This benefit provides 66 2/3% of employee's monthly salary after a 90-day waiting period and premium is fully paid by the City.
Supplemental (Employee paid)	<p>There are optional insurance plans in which an employee can enroll at their expense. (Coverage may not be guaranteed and may require underwriting approval.)</p> <p>Short-term Disability – Coverage is guaranteed for new employees. The amount of coverage the employee may purchase varies, and there is a 7-day waiting period with a 90-day maximum benefit.</p> <p>Additional term life insurance – Coverage is available for the employee, spouse, and eligible dependents.</p> <p>Accident, Cancer, Hospital, Intensive Care, and Specific Event Insurance – Coverage is available for employee, spouse, and eligible dependents.</p>

RETIREMENT

PERS / OPSRP	The City participates in the Oregon Public Employee Retirement System (OPSRP). Employees are eligible to become members of the OPSRP after six full months of employment. The City pays the six percent employee contribution.
Deferred Compensation	The City contributes two percent (2.0%) of the employee's regular base pay into a 457 pre-tax deferred compensation plan with ICMA-RC or Nationwide Retirement Solutions (employee chooses which company). Employees may also make contributions to a 457 pre-tax or Roth deferred compensation plan with either company.

LEAVE BENEFITS

Vacation	<p>Vacation accruals are as follows: (Accruals available after 12 full months of continuous City service):</p> <table border="1" data-bbox="469 1423 1365 1814"> <thead> <tr> <th>Months of Continuous Service</th> <th>Semi-monthly Accrual Rate (hours)</th> <th>Equivalent Annual (hours)</th> <th>Maximum Accrual (hours) <i>2 x Annual</i></th> </tr> </thead> <tbody> <tr> <td>1 through 48 months</td> <td>3.34</td> <td>80.16</td> <td>160</td> </tr> <tr> <td>49 through 94 months</td> <td>4.67</td> <td>112.08</td> <td>224</td> </tr> <tr> <td>95 through 168 months</td> <td>5.34</td> <td>128.16</td> <td>256</td> </tr> <tr> <td>169 through 228 months</td> <td>6.34</td> <td>152.16</td> <td>304</td> </tr> <tr> <td>229 months and over</td> <td>7.0</td> <td>168</td> <td>336</td> </tr> </tbody> </table>	Months of Continuous Service	Semi-monthly Accrual Rate (hours)	Equivalent Annual (hours)	Maximum Accrual (hours) <i>2 x Annual</i>	1 through 48 months	3.34	80.16	160	49 through 94 months	4.67	112.08	224	95 through 168 months	5.34	128.16	256	169 through 228 months	6.34	152.16	304	229 months and over	7.0	168	336
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LEAVE BENEFITS CONTINUED

Sick Leave	<p>Sick leave accruals are as follows: (Accruals available after its earned):</p> <table border="1" data-bbox="456 142 1068 260"> <thead> <tr> <th data-bbox="456 142 781 205">Semi-monthly Accrual Rate (hours)</th> <th data-bbox="781 142 1068 205">Maximum Accrual (hours)</th> </tr> </thead> <tbody> <tr> <td data-bbox="456 205 781 260">4.0</td> <td data-bbox="781 205 1068 260">1250</td> </tr> </tbody> </table>	Semi-monthly Accrual Rate (hours)	Maximum Accrual (hours)	4.0	1250						
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Holiday Time	<p>The following paid holidays are observed each year:</p> <table border="1" data-bbox="456 342 1442 604"> <tbody> <tr> <td data-bbox="456 342 935 394">New Year's Day</td> <td data-bbox="935 342 1442 394">Veterans' Day</td> </tr> <tr> <td data-bbox="456 394 935 447">Martin Luther King Day</td> <td data-bbox="935 394 1442 447">Thanksgiving Day</td> </tr> <tr> <td data-bbox="456 447 935 499">Memorial Day</td> <td data-bbox="935 447 1442 499">Friday after Thanksgiving Day</td> </tr> <tr> <td data-bbox="456 499 935 552">Independence Day</td> <td data-bbox="935 499 1442 552">Christmas Day</td> </tr> <tr> <td data-bbox="456 552 935 604">Labor Day</td> <td data-bbox="935 552 1442 604"></td> </tr> </tbody> </table>	New Year's Day	Veterans' Day	Martin Luther King Day	Thanksgiving Day	Memorial Day	Friday after Thanksgiving Day	Independence Day	Christmas Day	Labor Day	
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Holiday Leave	<p>Additional holiday time off is received as follows: Unused leave as of December 31 each year shall be converted to vacation and/or sick leave at the employee's discretion.</p> <table border="1" data-bbox="456 720 1442 842"> <thead> <tr> <th data-bbox="456 720 781 783">Semi-monthly Accrual Rate (hours)</th> <th data-bbox="781 720 1442 783">Maximum Accrual (hours)</th> </tr> </thead> <tbody> <tr> <td data-bbox="456 783 781 842">1.0</td> <td data-bbox="781 783 1442 842">Must convert remaining hours December 31 of each year to Vacation or Sick Leave</td> </tr> </tbody> </table>	Semi-monthly Accrual Rate (hours)	Maximum Accrual (hours)	1.0	Must convert remaining hours December 31 of each year to Vacation or Sick Leave						
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Bereavement Leave	<p>Bereavement Leave up to 5 days with pay per death occurrence for covered family member(s). May be supplemented by use of other applicable leave accruals.</p>										
OTHER BENEFITS											
Education Reimbursement	<p>Reimbursement of 100% of tuition and book fees for successful completion of pre-approved, job-related college courses or courses within an institutional approved degree program.</p>										
Employee Assistance Program	<p>Access to the City's confidential Employee Assistance Programs (EAP) for employees and eligible dependents.</p>										
Flexible Spending Plan (125)	<p>Deferral plan for dependent care, eligible insurance premiums, and out-of-pocket medical expenses paid on pre-tax basis. Employee must enroll annually on a calendar year.</p>										
Longevity Incentive	<p>Employees are eligible for longevity pay at 10, 15, and 20 years of continuous employment in the bargaining unit.</p>										

NOTES: 1) All benefits and contributions listed on this summary are subject to change. 2) All benefits listed on this summary are for full-time employees; part-time employees' benefits are pro-rated based on the employee's budgeted FTE or in some instances, may not apply. Please contact Human Resources staff at hr@albanyoregon.gov with any questions.