

# City of Albany

## Benefits Summary - Fire Union (IAFF) 56-hour employees

July 1, 2024

### INSURANCE

<b>Medical, Dental &amp; Vision</b>	Full medical, dental, and vision coverage for employee and all eligible dependents with City paying approximately 95% of premium.  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.
<b>Life/AD&amp;D</b>	City-paid \$50,000 employee life insurance policy. City-paid \$2,000 dependent life insurance policy (per dependent).
<b>Long-term Disability</b>	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.
<b>Supplemental (Employee paid)</b>	There are optional insurance plans in which an employee can enroll at their expense. (Coverage may not be guaranteed and may require underwriting approval.)  <b>Short-term Disability</b> – 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.  <b>Additional term life insurance</b> – Coverage is available for the employee, spouse, and eligible dependents.  <b>Accident, Cancer, Hospital, Intensive Care, and Specific Event Insurance</b> – Coverage is available for employee, spouse, and eligible dependents.

### RETIREMENT

<b>PERS / OPSRP</b>	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.
<b>Deferred Compensation</b>	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

<b>Vacation / Holiday</b>	<p>Vacation accruals are as follows: (Accruals available after 12 full months of continuous City service):</p> <table border="1" data-bbox="469 1488 1365 1829"> <thead> <tr> <th colspan="4">56-hour Shift Personnel</th> </tr> <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 60 months</td> <td>11.5</td> <td>276</td> <td>552</td> </tr> <tr> <td>61 through 120 months</td> <td>13.5</td> <td>324</td> <td>648</td> </tr> <tr> <td>121+ months</td> <td>16.0</td> <td>384</td> <td>768</td> </tr> </tbody> </table>	56-hour Shift Personnel				Months of Continuous Service	Semi-monthly Accrual Rate (hours)	Equivalent Annual (hours)	Maximum Accrual (hours) <i>2 x Annual</i>	1 through 60 months	11.5	276	552	61 through 120 months	13.5	324	648	121+ months	16.0	384	768
56-hour Shift Personnel																					
Months of Continuous Service	Semi-monthly Accrual Rate (hours)	Equivalent Annual (hours)	Maximum Accrual (hours) <i>2 x Annual</i>																		
1 through 60 months	11.5	276	552																		
61 through 120 months	13.5	324	648																		
121+ months	16.0	384	768																		

### LEAVE BENEFITS CONTINUED

<b>Sick Leave</b>	Sick leave accruals are as follows: (Accruals available after its earned): <table border="1" data-bbox="467 109 1114 277"> <thead> <tr> <th colspan="2" data-bbox="467 109 1114 163">56-hour Shift Personnel</th> </tr> <tr> <th data-bbox="467 163 792 226">Semi-monthly Accrual Rate (hours)</th> <th data-bbox="792 163 1114 226">Maximum Accrual (hours)</th> </tr> </thead> <tbody> <tr> <td data-bbox="467 226 792 277">6.0</td> <td data-bbox="792 226 1114 277">2400</td> </tr> </tbody> </table>	56-hour Shift Personnel		Semi-monthly Accrual Rate (hours)	Maximum Accrual (hours)	6.0	2400
56-hour Shift Personnel							
Semi-monthly Accrual Rate (hours)	Maximum Accrual (hours)						
6.0	2400						
<b>Bereavement Leave</b>	Bereavement Leave up to two (2) consecutive working shift days. May be supplemented by use of other applicable leave accruals.						

**OTHER BENEFITS**

<b>Education Reimbursement</b>	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.
<b>Employee Assistance Program</b>	Access to the City’s confidential Employee Assistance Programs (EAP) for employees and eligible dependents.
<b>Flexible Spending Plan (125)</b>	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.
<b>Longevity Incentive</b>	Employees are eligible for longevity pay at 10, 15, and 20 years of continuous employment in bargaining unit.

**NOTES:** 1) All benefits and contributions listed on this summary are subject to change. 2) Emergency Services employees working less than 56 hours may receive different levels of benefits according to the Collective Bargaining Agreement. Please contact Human Resources staff at [hr@albanyoregon.gov](mailto:hr@albanyoregon.gov) with any questions.