

City of Albany Benefits Summary

Fire Supervisory Personnel (56-hour)

January 1, 2025

LEAVE BENEFITS

| Vacation | <p>Vacation accruals are as follows, with no waiting period for use of accruals:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Months of Continuous Service</th> <th style="text-align: center;">Semi-monthly Accrual Rate (hours)</th> <th style="text-align: center;">Equivalent Annual (hours)</th> <th style="text-align: center;">Maximum Accrual (hours) <i>1.5x Annual</i></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1 through 48 months</td> <td style="text-align: center;">10.5</td> <td style="text-align: center;">252</td> <td style="text-align: center;">378</td> </tr> <tr> <td style="text-align: center;">49 through 96 months</td> <td style="text-align: center;">12.5</td> <td style="text-align: center;">300</td> <td style="text-align: center;">450</td> </tr> <tr> <td style="text-align: center;">97 through 144 months</td> <td style="text-align: center;">13.5</td> <td style="text-align: center;">324</td> <td style="text-align: center;">486</td> </tr> <tr> <td style="text-align: center;">145 through 168 months</td> <td style="text-align: center;">14.5</td> <td style="text-align: center;">348</td> <td style="text-align: center;">522</td> </tr> <tr> <td style="text-align: center;">169 through 228 months</td> <td style="text-align: center;">15.5</td> <td style="text-align: center;">372</td> <td style="text-align: center;">558</td> </tr> <tr> <td style="text-align: center;">229 months and over</td> <td style="text-align: center;">16.5</td> <td style="text-align: center;">396</td> <td style="text-align: center;">594</td> </tr> </tbody> </table> | Months of Continuous Service | Semi-monthly Accrual Rate (hours) | Equivalent Annual (hours) | Maximum Accrual (hours) <i>1.5x Annual</i> | 1 through 48 months | 10.5 | 252 | 378 | 49 through 96 months | 12.5 | 300 | 450 | 97 through 144 months | 13.5 | 324 | 486 | 145 through 168 months | 14.5 | 348 | 522 | 169 through 228 months | 15.5 | 372 | 558 | 229 months and over | 16.5 | 396 | 594 |
|-------------------------------------|---|------------------------------|---|---------------------------|---|---------------------|------|-----|-----|----------------------|------|-----|-----|-----------------------|------|-----|-----|------------------------|------|-----|-----|------------------------|------|-----|-----|---------------------|------|-----|-----|
| Months of Continuous Service | Semi-monthly Accrual Rate (hours) | Equivalent Annual (hours) | Maximum Accrual (hours) <i>1.5x Annual</i> | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 through 48 months | 10.5 | 252 | 378 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 49 through 96 months | 12.5 | 300 | 450 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 97 through 144 months | 13.5 | 324 | 486 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 145 through 168 months | 14.5 | 348 | 522 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 169 through 228 months | 15.5 | 372 | 558 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 229 months and over | 16.5 | 396 | 594 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sick Leave | Employees receive 6.0 hours of sick leave each semi-monthly pay period, with a maximum accrual of 1,188 hours. Accruals are available for use as they're earned. | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sick Leave Incentive Program | Upon PERS retirement, a proration of unused sick leave may be rolled into employee's VEBA account (see VEBA benefit below). | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Holiday Leave | Fire supervisory personnel working 56-hour shifts if fire suppression accrue 8.5 hours of holiday leave per semi-monthly pay period in lieu of being eligible for City-observed holidays. | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bereavement Leave | 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. | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

INSURANCE

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|-------------------------------------|---|
| 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>The current employee contribution is approximately \$47 per month for employee-only coverage, up to approximately \$147 per month for employee plus family coverage. Coverage opt-out for dependents is only available if spouse/domestic partner is contributing to an HSA-qualifying plan or is covered under Medicare.</p> |
| Life/AD&D | Benefit is 2x employee's annual base salary, not to exceed \$150,000. Benefit fully paid by the City. (Employer-paid premium exceeding the life insurance value of \$50,000 is taxable.) |
| Long-Term Disability | Benefit is 66 2/3% of employee's monthly salary after 90-day waiting period. Premium fully paid by the City. |
| Supplemental (Employee paid) | <p>Optional insurance plans available: (Coverage may not be guaranteed and may require underwriting approval.)</p> <p>Short-term Disability – Coverage is guaranteed for new employees. Cost of purchased coverage varies. A 7-day waiting period with a 90-day maximum benefit.</p> <p>Additional term life insurance – Available coverage for employee, spouse, and eligible dependents.</p> <p>Accident, Cancer, Hospital, Intensive Care, and Specific Event Insurance – Available coverage for employee, spouse, and eligible dependents.</p> |

RETIREMENT

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|------------------------------|--|
| PERS / OPSRP | Participation in the Oregon Public Employee Retirement System. City pays employer contribution as well as employee's 6.0% IAP contribution. |
| Deferred Compensation | City pays two percent (2.0%) of employee's regular base pay into a 457 pre-tax deferred compensation plan with employee-selected provider (ICMA-RC or Nationwide Retirement Solutions) with no match required. Employee may also make contributions to a 457 pre-tax or Roth deferred compensation plan. |

OTHER BENEFITS

| Education Incentive Program | Reimbursement of 75% of tuition and book fees for successful completion of pre-approved, job-related college courses or courses within an institutional approved degree program. | | | | | | | | | | | | |
|---|--|-----------------------------|----------------------|-----------------------|----|-----------------------|----|-----------------------|----|-----------------------|-----|-----------------------|---|
| Employee Assistance Program | Access to the City's confidential Employee Assistance Programs (EAP) for employees and eligible dependents. Coverage includes 8 counseling sessions per covered individual per calendar year at no cost to employees plus additional services including financial and legal advice, coaching, crisis support, and more. | | | | | | | | | | | | |
| Flexible Spending Plan (125) | Deferral plan for dependent care, eligible insurance premiums, and out-of-pocket medical expenses paid on pre-tax basis. Employee must enroll annually each benefit (calendar) year. | | | | | | | | | | | | |
| Voluntary Employee Benefits Association (VEBA Trust) | Annual employer-paid contribution to a VEBA Trust account when enrolled in City's health insurance plan. City contribution of \$1,000 for single health coverage or \$2,000 for family health coverage. Funds can be used for out-of-pocket health care expenses. | | | | | | | | | | | | |
| Paid Family Medical Leave | Oregon Paid Family Medical Leave coverage provided through the City's third-party administrator, The Standard Insurance Company. | | | | | | | | | | | | |
| Longevity Incentive | <p>Employees receive additional longevity pay follows:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Years of Continuous Service</th> <th style="text-align: center;">Longevity Pay/Leave*</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">120 months (10 years)</td> <td style="text-align: center;">3%</td> </tr> <tr> <td style="text-align: center;">168 months (14 years)</td> <td style="text-align: center;">6%</td> </tr> <tr> <td style="text-align: center;">228 months (19 years)</td> <td style="text-align: center;">9%</td> </tr> <tr> <td style="text-align: center;">264 months (22 years)</td> <td style="text-align: center;">11%</td> </tr> <tr> <td style="text-align: center;">300 months (25 years)</td> <td style="text-align: center;">One-time award of 40 hours of longevity leave</td> </tr> </tbody> </table> <p><i>*Longevity pay is calculated off the employee's regular base pay, and rates listed are not cumulative.</i></p> | Years of Continuous Service | Longevity Pay/Leave* | 120 months (10 years) | 3% | 168 months (14 years) | 6% | 228 months (19 years) | 9% | 264 months (22 years) | 11% | 300 months (25 years) | One-time award of 40 hours of longevity leave |
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| 300 months (25 years) | One-time award of 40 hours of longevity leave | | | | | | | | | | | | |

This document is intended to provide a high-level summary of City benefits. Refer to applicable City policy for additional details. All benefits and contributions listed on this summary are outlined for full-time employees and are subject to change. Part-time employee benefits are pro-rated based on the employee's regularly scheduled FTE or, in some instances, may not apply. Please contact Human Resources at hr@cityofalbany.net with any questions.