

# City of Albany

## Benefits Summary – Nonbargaining

July 1, 2024

### INSURANCE

<b>Medical, Dental &amp; Vision</b>	<p>Full medical, dental, and vision coverage for employee and all eligible dependents with City paying approximately 95% of premium.</p> <p>Employee contribution is approximately \$51 per month, and family coverage is approximately \$147 per month. Dependent opt out option is only available if spouse/domestic partner is contributing to a HSA-qualifying plan.</p>
<b>Life/AD&amp;D</b>	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.)
<b>Long-term Disability</b>	Benefit is 66 2/3% of employee’s monthly salary after 90-day waiting period. Premium fully paid by the City.
<b>Supplemental (Employee paid)</b>	<p>Optional insurance plans available: (Coverage may not be guaranteed and may require underwriting approval.)</p> <p><b>Short-term Disability</b> – Coverage is guaranteed for new employees. Cost of purchased coverage varies. A 7-day waiting period with a 90-day maximum benefit.</p> <p><b>Additional term life insurance</b> – Available coverage for employee, spouse, and eligible dependents.</p> <p><b>Accident, Cancer, Hospital, Intensive Care, and Specific Event Insurance</b> – Available coverage for employee, spouse, and eligible dependents.</p>

### RETIREMENT

<b>PERS / OPSRP</b>	Participation in the Oregon Public Employee Retirement System. City pays employers contribution and employee’s 6.0% contribution.
<b>Deferred Compensation</b>	Benefit is two percent (2%) of base pay paid by City into a 457 pre-tax deferred compensation plan with employee-selected provider: ICMA-RC or Nationwide Retirement Solutions. Employees may also make contributions to a 457 pre-tax or Roth deferred compensation.

### LEAVE BENEFITS

<b>Vacation</b>	Vacation accruals are as follows: (Accruals available after six months of continuous City service).			
	<b>Months of Continuous Service</b>	<b>Semi-monthly Accrual Rate (hours)</b>	<b>Equivalent Annual (hours)</b>	<b>Maximum Accrual (hours) <i>2 x Annual</i></b>
	1 through 48 months	4.0	96	192
	49 through 96 months	5.0	120	240
	97 through 144 months	5.5	132	264
	145 through 168 months	6.0	144	288
	169 through 228 months	6.5	156	312
	229 months and over	7.0	168	336

### LEAVE BENEFITS CONTINUED

<p><b>Sick Leave</b></p> <p><b>Sick Leave Incentive Program</b></p>	<p>Sick leave accruals are as follows: (Accruals available after its earned)</p> <table border="1" data-bbox="467 100 1422 184"> <thead> <tr> <th>Semi-monthly Accrual Rate (hours)</th> <th>Maximum Accrual (hours)</th> </tr> </thead> <tbody> <tr> <td>4</td> <td>1000</td> </tr> </tbody> </table> <p>Upon PERS retirement, a proration of unused sick leave may be rolled into employee's VEBA account (see VEBA benefit below).</p>	Semi-monthly Accrual Rate (hours)	Maximum Accrual (hours)	4	1000						
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4	1000										
<p><b>Holiday Time</b></p>	<p>The following paid holidays are observed each year:</p> <table border="1" data-bbox="467 365 1451 596"> <tbody> <tr> <td>New Year's Day</td> <td>Labor Day</td> </tr> <tr> <td>Martin Luther King Day</td> <td>Veterans' Day</td> </tr> <tr> <td>Memorial Day</td> <td>Thanksgiving Day</td> </tr> <tr> <td>Juneteenth</td> <td>Friday after Thanksgiving Day</td> </tr> <tr> <td>Independence Day</td> <td>Christmas Day</td> </tr> </tbody> </table>	New Year's Day	Labor Day	Martin Luther King Day	Veterans' Day	Memorial Day	Thanksgiving Day	Juneteenth	Friday after Thanksgiving Day	Independence Day	Christmas Day
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<p><b>Floating Holiday</b></p>	<p>Floating holiday hours are credited each year as follows: (Unused balances at end of calendar year do not roll over and are not subject to being paid out.)</p> <table border="1" data-bbox="467 724 1256 1016"> <thead> <tr> <th>Earliest Month on Active Payroll</th> <th>Number of Floating Holiday Hours</th> </tr> </thead> <tbody> <tr> <td>January</td> <td>24 hours</td> </tr> <tr> <td>February, March, April, May</td> <td>16 hours</td> </tr> <tr> <td>June, July, August, September</td> <td>8 hours</td> </tr> <tr> <td>October, November, December</td> <td>0 hours</td> </tr> </tbody> </table>	Earliest Month on Active Payroll	Number of Floating Holiday Hours	January	24 hours	February, March, April, May	16 hours	June, July, August, September	8 hours	October, November, December	0 hours
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<p><b>Professional Leave</b></p>	<p>Professional Leave (80 hours) is credited annually (July 1). Hours prorated at initial employment. Unused balances at end of fiscal year (June 30) do not roll over and are not subject to being paid out.</p>										
<p><b>Bereavement Leave</b></p>	<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>										
<p><b>OTHER BENEFITS</b></p>											
<p><b>Education Reimbursement</b></p>	<p>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.</p>										
<p><b>Employee Assistance Program</b></p>	<p>Access to the City's confidential Employee Assistance Programs (EAP) for employees and eligible dependents.</p>										
<p><b>Flexible Spending Plan (125)</b></p>	<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>										
<p><b>Voluntary Employee Benefits Association (VEBA Trust)</b></p>	<p>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.</p>										
<p><b>Longevity Incentive</b></p>	<p>Employees are eligible for longevity awards/pay at 10, 14, 19, 22, and 25 years of continuous employment.</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@cityofalbany.net](mailto:hr@cityofalbany.net) with any questions.