

City of Albany

Benefits Summary – Albany Police Association (APA)

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 is approximately \$51 per month, and family coverage is approximately \$140 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 life insurance policy equal to two times the employee’s annual base salary, not to exceed \$150,000 but no less than \$100,000.
Long-term Disability	Benefit is 66 2/3% of employee’s monthly salary after a 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

PERS / OPSRP	Participation in the Oregon Public Employee Retirement System. City pays employers contribution and employee’s 6.0% contribution.
Deferred Compensation	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

Vacation	<p>Vacation accruals are as follows: (Accruals available after six months of continuous City service).</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <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>4.0</td> <td>96</td> <td>192</td> </tr> <tr> <td>49 through 96 months</td> <td>5.0</td> <td>120</td> <td>240</td> </tr> <tr> <td>97 through 144 months</td> <td>5.5</td> <td>132</td> <td>264</td> </tr> <tr> <td>145 through 168 months</td> <td>5.75</td> <td>138</td> <td>276</td> </tr> <tr> <td>169 through 228 months</td> <td>6.0</td> <td>144</td> <td>288</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	4.0	96	192	49 through 96 months	5.0	120	240	97 through 144 months	5.5	132	264	145 through 168 months	5.75	138	276	169 through 228 months	6.0	144	288	229 months and over	7.0	168	336
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LEAVE BENEFITS CONTINUED

Sick Leave	Sick leave accruals are as follows: (Accruals available after its earned): <table border="1" style="margin: 10px auto; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="padding: 5px;">Employee's Regularly Scheduled Shift</th> <th style="padding: 5px;">Semi-monthly Accrual Rate (hours)</th> <th style="padding: 5px;">Maximum Accrual (hours)</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">Eight- (8) hour or Ten- (10) hour</td> <td style="padding: 5px;">4.0</td> <td style="padding: 5px;">1,000</td> </tr> <tr> <td style="padding: 5px;">Twelve (12) hour</td> <td style="padding: 5px;">4.25</td> <td style="padding: 5px;">1,000</td> </tr> </tbody> </table>	Employee's Regularly Scheduled Shift	Semi-monthly Accrual Rate (hours)	Maximum Accrual (hours)	Eight- (8) hour or Ten- (10) hour	4.0	1,000	Twelve (12) hour	4.25	1,000			
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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 Time	The following time off is received in lieu of holidays: <table border="1" style="margin: 10px auto; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="padding: 5px;">Employee's Regularly Scheduled Shift</th> <th style="padding: 5px;">Semi-monthly Accrual Rate (hours)</th> <th style="padding: 5px;">Maximum Accrual (hours)</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">Eight- (8) hour work schedule</td> <td style="padding: 5px;">4.0</td> <td style="padding: 5px;">80</td> </tr> <tr> <td style="padding: 5px;">Ten- (10) hour work schedule</td> <td style="padding: 5px;">5.0</td> <td style="padding: 5px;">80</td> </tr> <tr> <td style="padding: 5px;">Twelve- (12) hour work schedule</td> <td style="padding: 5px;">6.0</td> <td style="padding: 5px;">80</td> </tr> </tbody> </table>	Employee's Regularly Scheduled Shift	Semi-monthly Accrual Rate (hours)	Maximum Accrual (hours)	Eight- (8) hour work schedule	4.0	80	Ten- (10) hour work schedule	5.0	80	Twelve- (12) hour work schedule	6.0	80
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Personal Time (Sworn Officers)	Sworn officers scheduled to work a minimum of four (4) 12-hour shifts in a calendar month shall receive 2.5 hours of personal leave per pay period up to a maximum accrual of sixty (60) hours.												
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.												
Sale of Leave Hours	Option to elect annual cash out of accrued vacation, holiday, and personal leave up to a maximums of 60 hours total. The cash out value may be put toward employees' 457 deferred compensation plan.												

OTHER BENEFITS

Education Reimbursement	Reimbursement of tuition, books, and fees for successful completion of pre-approved, job-related college courses or courses within an institutional approved degree program as outlined in APA Collective Bargaining Agreement.
Employee Assistance Program	Access to the City's confidential Employee Assistance Programs (EAP) for employees and eligible dependents.
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 on a 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.
Legal Defense Plan	The City contributes toward premiums for sworn employees' coverage under the Plan II PORAC Legal Defense Plan.
Longevity Incentive	Employees are eligible for longevity awards/pay at 10, 14, 19, and 22 years of continuous employment in the bargaining unit.
Wellness	The City maintains an on-site gym facility for employee's use. Refer to department policy on the physical fitness program and restorative rest policy.

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 with any questions.