

2012 City of Springfield Benefit Package for IAFF Employees



City Provided Benefits

Medical (Required for employee)	Choice of Pacific Source HIP or PPO (See Benefit Handbook for details) (See attached premium table for employee share of premiums)		
Health Reimbursement Account	City pays into HRA for HIP (High deductible plan) enrollment only. <ul style="list-style-type: none"> \$100 per month for single (\$1200 total annual) \$200 per month for Two Party and Family (\$2400 total annual) 		
Dental (Required for employee)	Oregon Dental Service (ODS) (Employee pays a portion of premium)		
Vision	Part of Pacific Source Medical Plans		
Basic Life Insurance (Standard Insurance Co)	One-times annual salary up to \$100,000 basic life policy		
AD/D Insurance (Standard Insurance Co)	One-times annual salary up to \$100,000 for AD/D.		
Mandatory Life (Assurant)	\$10,000 State Mandated for job related death.		
Retirement	<ul style="list-style-type: none"> Oregon Public Employee's Retirement System (OPERS) Employee pays 6% of salary after 6 months 		
Employee Assistance Program (DIRECTION)	Confidential personal and mental health counseling for all members of the employee's household. <ul style="list-style-type: none"> 6 free visits per problem per calendar year 		
FireMed	Fire Med Plus membership to all IAFF employees.		
Willamalane	Willamalane Center membership to all IAFF employees.		
Holidays	<ul style="list-style-type: none"> 40 Hour Employees - Ten (10) Regular Scheduled Holidays plus Two (2) floating Holidays (prorated for partial months) 56 Hour Employees - No Regular Holidays. 144 hours of floating holiday credited on January 1st each year 		
Vacation (40 Hour)			Accrual Rate:
	Years of Service	Bi-weekly	Monthly Annual
	1 to 4	3.079	6.67 80.040
	5 to 9	3.693	8.00 96.000
	10 to 14	4.616	10.00 120.000
	<ul style="list-style-type: none"> 15+ Years accrue an additional .309 hour per bi-weekly pay period, 8 hours annually for each additional year past 15 years Max accrual 80 hours more than annual accrual. Payout at termination is unused accrued vacation leave plus any amount accrued in the current year. 		
Vacation (56 Hour)			Accrual Rate:
	Years of Service	Bi-weekly	Shifts per year
	1 to 4	5.000	5.416
	5 to 9	6.000	6.5
	10 to 14	7.000	7.583
	<ul style="list-style-type: none"> 15 + accrue an additional .462 hours bi-weekly, 12 hours annually for each additional year past 15 years Available to use the year following accrual Max accumulation is 96 hours more than employee earns in one year Payout at termination is unused accrued vacation leave plus any amount accrued in the current year. 		

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Sick Leave	40 Hour Employees <ul style="list-style-type: none"> • Accrue 4 hours bi-weekly (13 days/year) • Available pay period following accrual • 1600 hour maximum accrual if on PERS • No payout at retirement, transfer balance IAW PERS regulations
	56 Hour Employees <ul style="list-style-type: none"> • Accrue 6 hours bi-weekly (13 twelve-hour shifts/year) • Available pay period following accrual • 3000 hour maximum accrual • No payout at retirement, transfer balance IAW PERS regulations

Voluntary Benefits (Employee Paid)

Flexible Spending Account (FSA) (PacificSource Administrators)	A voluntary pre-tax payroll deduction for out of pocket medical and/or childcare expenses under IRC Section 125 <ul style="list-style-type: none"> • Must be used within the plan year • Cannot change deduction mid-year (except for childcare)
Supplemental Life Insurance (Standard Insurance Co)	Term life insurance for employee, spouse and children <ul style="list-style-type: none"> • Cost increases with age • Guaranteed coverage if purchased within 30 days of hire.
Accidental Death & Dismemberment Insurance (Standard Insurance Co)	Employee only or family accidental death and dismemberment coverage <ul style="list-style-type: none"> • Up to \$300,000 • Family coverage available
Short Term Disability Insurance (Sun Life Assurance Co.)	60% Gross wage replacement coverage for employees disabled for more than 15 days and a maximum of 90 days.
Deferred Compensation: <ul style="list-style-type: none"> • ING-Financial Planning • ICMA/RC • Oregon Saving Growth Plan (OSGP) 	Retirement investment options under IRC Section 457 provided through: <ul style="list-style-type: none"> • City-paid 2% contribution • Pretax deferral of wages • Employee manages the funds • No withdrawal until termination of employment • \$16,500 limit per year limit • Additional \$5,500 annual catch-up option if over age 50

Medical and Dental Rates

Total Medical/Dental Amount per Month	HIP	PPO (new)
Single	\$ 594.32	\$ 713.50
Two Party	\$ 1,267.82	\$ 1,529.88
Family	\$ 1,757.86	\$ 2,115.06
City Total Premium Share		
Single	\$ 554.32	\$ 554.32
Two Party	\$ 1,204.44	\$ 1,204.44
Family	\$ 1,669.98	\$ 1,669.98
Employee Total Premium Share		
Single	\$ 40.00	\$ 159.18
Two Party	\$ 63.38	\$ 325.44
Family	\$ 87.88	\$ 445.08