

City of Central Point – Benefits Package

General Services Employees

CITY PROVIDED BENEFITS

Health Insurance (Medical/Dental/Vision)	<p>Employees and their eligible dependents receive full family health insurance coverage, through the Oregon Teamster Employers Trust. Employees pay 10% of the total premium. The employee portion for 2024 is \$169.30/month. The plans are with Regence BlueCross BlueShield of Oregon:</p> <ul style="list-style-type: none"> ✓ Health Insurance – Plan GW (PPO w/\$150 per person/\$450 family deductible) ✓ Dental Insurance – Plan 6 ✓ Vision Insurance – Plan 4 (VSP)
Life and AD&D (Accidental Death & Dismemberment)	<p>City paid coverage is provided through Mutual of Omaha.</p> <ul style="list-style-type: none"> ✓ Life Insurance and AD&D equal to one years' salary up to \$100,000
Long Term Disability	<p>City paid coverage is provided through Mutual of Omaha.</p> <ul style="list-style-type: none"> ✓ Long Term Disability insurance that provides 66 2/3% of base salary, up to a maximum benefit of \$3,000/month, effective the 91st day of the disability.
Retirement	<ul style="list-style-type: none"> ✓ Oregon Public Employees Retirement System (PERS) ✓ Oregon Public Service Retirement Plan (OPSRP) ✓ The City pays the 6% employee contribution to the IAP
HRA VEBA & Flexible Spending Account	<p>The City contributes \$145/month to an HRA VEBA that may be spent, tax free, on uninsured health care costs. Additionally employees may elect to withhold pre-tax dollars to pay for uninsured health care and/or dependent care expenses through a Flexible Spending Account (FSA).</p>
Fitness Reimbursement	<p>Employees are eligible to receive reimbursement of up to \$25 per month toward membership in a recognized fitness club or weight management program for which they are an active participant.</p>
Employee Assistance Program (EAP)	<p>Employees and family members are eligible for EAP Services such as: Confidential counseling, 24-hour crisis help, Financial help, Legal services, Child & Parenting services and much more.</p>
Holidays	<p>There are 12 paid holidays per calendar year and 2 floating holidays. Full-time employees shall be entitled to eight (8) hours of paid time off for the following: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, The Day after Thanksgiving, Christmas Eve, Christmas Day & Two Floating Holidays.</p>
Vacation	<p>Vacation accrual is based upon years of service. The accrual rates (based upon a full-time employee's hours) are as follows:</p> <ul style="list-style-type: none"> ✓ 0-5 Years = 80 hours/Year ✓ 5-10 Years = 120 hours/Year ✓ 10-15 Years = 160 hours/Year ✓ 15+ Years = 200 hours/Year ✓ One-time award of 40 hours of vacation at Twenty years of service.
Sick Leave	<p>Eight hours of sick leave is accrued for each full calendar month worked.</p>
Bereavement Leave	<p>The City grants up to 3 days leave with pay in the event of a death in the employee's immediate family.</p>

VOLUNTARY BENEFITS																			
Deferred Compensation	Employees may contribute by payroll deduction to a pre-tax 457(b) Deferred Compensation Plan, Roth 457 or both with any of the following: <ul style="list-style-type: none"> ✓ MissionSquare ✓ Empower ✓ Corebridge 																		
Tuition Reimbursement	Upon approval, employees may request reimbursement of their educational expenses up to \$5,250 per calendar year up to a lifetime maximum of \$15,000.																		
Optional Life Insurance & AD&D	At hire employees may purchase guaranteed issue Life insurance and AD&D up to \$50,000 on themselves, ½ the amount purchased on their spouse and up to \$10,000 on their child(ren). Employees may also apply and purchase up to \$250,000 or 5X their salary (whichever is less) of additional life insurance and AD&D coverage; approval by the insurance carrier upon medical qualification.																		
Public Service Loan Forgiveness	The City of Central Point is considered a qualifying public employer for the purposes of the Public Service Loan Forgiveness Program. Through the Public Service Loan Forgiveness program, full-time employees may qualify for forgiveness of the remaining balance on Direct Loans after 120 qualifying monthly payments under a qualifying repayment plan. Questions about eligibility should be directed to your loan servicer or the US Dept. of Education.																		
Aflac	Employees may sign up for Aflac products such as: Accident Insurance, Disability Income protection, Cancer Insurance, etc. Most policies are available as a pre-tax payroll deduction and are offered at a discounted rate as a City partner.																		
Worker's Compensation	All City employees are protected by Workers' Compensation Insurance under Oregon law. This insurance covers employees in the event of occupational injury or illness by providing, among other things, medical care and compensation and temporary or other disability benefits.																		
Family and Medical Leave	City of Central Point complies with Federal and State Family & Medical Leave acts and Paid Leave Oregon. Eligible employees are entitled to job-protected leave every 12 months for family, medical and military reasons.																		
INCENTIVE OR ASSIGNMENT PAY (\$450/month Maximum)																			
Educational Incentive	Associate's Degree = \$150/month (added to base pay) Bachelor's Degree = \$250/month (added to base pay) Master's Degree = \$350/month (added to base pay)																		
Bilingual/Sign Language Incentive	Employees that are fluent in Spanish or are competent in sign language, shall receive an additional \$200/month added to their base pay.																		
Certification Pay – monthly addition to base pay	<table border="0"> <tr> <td>Commercial Bldg. Inspector (\$250)</td> <td>Flood Plain Manager (\$150)</td> </tr> <tr> <td>Plumbing Inspector (\$150)</td> <td>ISA Arborist (\$150)</td> </tr> <tr> <td>Electrical Inspector (\$150)</td> <td>Municipal Arborist (\$200)</td> </tr> <tr> <td>Water Distribution Level 1 (\$95)</td> <td>Public Pesticide Applicator (\$125)</td> </tr> <tr> <td>Water Distribution Level 2 (\$125)</td> <td>ODOT General Inspector (\$125)</td> </tr> <tr> <td>Water Distribution Level 3 (\$175)</td> <td>Cross Connection Specialist (\$95)</td> </tr> <tr> <td>Water Distribution Level 4 (\$225)</td> <td>Playground Safety Inspector (\$125)</td> </tr> <tr> <td>Backflow Tester (\$95)</td> <td>ISA-Tree Risk Assessment (\$125)</td> </tr> <tr> <td>ODOT ADA (\$95)</td> <td></td> </tr> </table>	Commercial Bldg. Inspector (\$250)	Flood Plain Manager (\$150)	Plumbing Inspector (\$150)	ISA Arborist (\$150)	Electrical Inspector (\$150)	Municipal Arborist (\$200)	Water Distribution Level 1 (\$95)	Public Pesticide Applicator (\$125)	Water Distribution Level 2 (\$125)	ODOT General Inspector (\$125)	Water Distribution Level 3 (\$175)	Cross Connection Specialist (\$95)	Water Distribution Level 4 (\$225)	Playground Safety Inspector (\$125)	Backflow Tester (\$95)	ISA-Tree Risk Assessment (\$125)	ODOT ADA (\$95)	
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This is a summary of benefits, see collective bargaining agreement for details.