



# SEIU Benefits Summary

MEDICAL	DENTAL	OTHER	
<b>Regence Copay B with VSP Vision</b> › Deductible: \$500/Claimant, \$1500/family	<b>Delta Dental</b>	Flexible Spending	Trauma Coverage
	<b>Willamette</b>	Long Term Disability	Hospital Indemnity Plans
<b>Kaiser Copay B with Vision</b> › Deductible: \$0; \$20 copay	<b>Kaiser</b>	Credit Union	Identity Theft Protection
		Employee Assistance Program	

\* Health benefits effective 1st month after start date

## VEBA (VOLUNTARY EMPLOYEE BENEFIT ACCOUNT)

### What is VEBA?

› A reimbursement account for medical, dental and vision; may be saved for post employment health expenses

**Effective:** 1st day of employment; 1st month pro-rated | **City Contribution:** \$83.33 per month

## LIFE INSURANCE

**City Sponsored:** \$50,000 w/AD&D

**Effective:** 1st of month following 2 full months of employment | **Voluntary:** Amount designated by employee (*must apply within 30 days*)

## RETIREMENT PROGRAMS

**401(a):** City contributes 10% of salary | **Effective:** 6 months after date of hire

**Deferred Compensation:** City contributes 1% of salary after 10 years of employment | **Effective:** Upon hire  
 Employee may contribute at any time. Employees are automatically enrolled for a 1% contribution upon hire.

## PAID VACATION

YEARS OF SERVICE	ACCRUAL RATE/MONTH (HOURS)
0–6 months	30 hours of vacation credited upon completion of probation
7 months	8.0
5 years	10.0
10 years	12.5
15 years	14.0
20 years	16.0
25 years	18.0

\* Leave pro-rated for part-time staff

## OTHER LEAVE

**Holidays:** 9 recognized holidays  
 28 hours of floating holiday leave

**Paid Bereavement Leave**

**Paid Jury Duty Leave**

**Paid Sick Leave**

Accrual: 96 hours annually (first 40 hours accrue on January 1, remaining hours accrue equally in each of 26 pay periods)

## COMMUTER BENEFITS

TriMet Universal Transit Pass for eligible employees, on-site bike lockers, and a variety of other commute incentives.