



TPOA Benefits Summary

MEDICAL	DENTAL	OTHER	
Regence Copay F with VSP Vision › Deductible: \$500/Claimant, \$1500/family	Delta Dental	Flexible Spending	Trauma Coverage
	Willamette	Long Term Disability	Hospital Indemnity Plans
Kaiser Copay B with Vision › Deductible: \$0; \$20 Copay	Kaiser	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:** \$125 per month (effective January 1, 2024)

LIFE INSURANCE

City Sponsored: \$10,000 (Sworn Officers)

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) (Non-Sworn): City contributes 10% of salary | **Effective:** 6 months after date of hire

PERS (Sworn): City picks up employer and 6% employee contributions

Deferred Compensation: (Sworn) City contributes 1% of salary after 10 years of employment and 1.5% after 15 years of service.

(Non-Sworn) City contributes 2% of salary after 10 years of employment and 2.5% after 15 years of service. | **Effective:** Optional upon hire
Employee may contribute at any time.

PAID VACATION	
YEARS OF SERVICE	ACCRUAL RATE/MONTH (HOURS)
0–5 years	8.0
5–10 years	10.0
10–15 years	12.0
15–20 years	13.5
20+ years	16.0

* Leave pro-rated for part-time staff

OTHER LEAVE

Holidays: 108 hours accrued annually

Appointment Leave: 16 hours per year

Paid Bereavement Leave

Paid Jury Duty Leave

Paid Sick Leave

Accrual: 96 hours annually (first 40 hours credited 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.

WELLNESS MEMBERSHIP

City provided monthly membership to physical fitness facility upon request.