CITY OF HERMISTON
EMPLOYEE BENEFITS PROGRAM

For Full Time Employees

Where Life is Sweet

MEDICAL, DENTAL AND VISION

Blue Cross Blue Shield of Oregon Copay Plan F w/ Alternative Care and Hearing Aids: This plan provides hospital, physician, prescription drug and alternative care (Chiropractic, Acupuncture and Naturopath), it is a preferred provider plan with a $20 copay, $500 deductible (per participant up to $1500 for family). Seeing a Non-Preferred Provider (ie. Participating Provider or a Non-Participating Provider) is allowable, yet the out of pocket expense to the claimant is usually 40% versus the 20% when using a Preferred Provider. Coverage is insured by CIS, but administered by Regence BCBS Oregon.

Delta Dental: Under this plan benefits start at 70% your first calendar year of coverage, thereafter, payments increase by 10% each calendar year up to 100%, provided the individual has visited the dentist at least once during the previous calendar year. Calendar year maximum per member is $1500. No orthodontia services are provided.

Willamette Dental: Under this plan there is no annual maximum, no deductible there is a $20 copay per office visit. Orthodontic services are included, there is a $2000 copay for these services. Offices are located in the Tri-Cities and you must use a Willamette Dental Facility.

VSP Vision Care: This plan allows an eye exam every calendar year, Prescription Lenses every calendar year, Frames every other calendar year OR Contact Lens every calendar year. You must see a VSP Provider to obtain these benefits. Out of Network claims will be processed at a lesser rate.

HRA VEBA

The City of Hermiston participates in a Voluntary Employee Benefits Account (VEBA). Funds are deposited into individual employee accounts in January of each calendar year. The amount deposited is dependent on the employee's participation status in the medical plan.

GROUP LIFE/DISABILITY INSURANCE

Hartford Life Insurance: The City offers paid Basic Life Insurance of $20,000, Accidental Death and Dismemberment of $20,000. Employees also have the option of Supplemental Employee, Supplemental Spouse and Supplemental Dependent Life Insurance coverage, the supplemental plans are at the expense of the employee.

Long Term Disability Insurance: Long term disability insurance provides you with income protection if you become disabled from a covered injury, sickness or pregnancy, the benefit percentage is 66 2/3% of your salary, with a maximum monthly benefit of $9,286.

PUBLIC EMPLOYEE RETIREMENT SYSTEM

The City of Hermiston participates in the Oregon Public Employee Retirement System (PERS), an agent multiple-employer public employee retirement system that acts as a common investment and administrative unit for governmental units within the State of Oregon. PERS administers two pension programs: the Chapter 238 Program (Tier One and Tier Two) and the Oregon Public Service Retirement Plan (OPSRP) Pension Program. New PERS participants become members of OPSRP upon completing their eligibility requirements. Members returning to a PERS-participating employer continue in the Chapter 238 Program if they were hired before August 29, 2003. More information on the differences between the two plans and benefits offered by each can be found in the A-Z Quick Answers for Members help files located on the PERS website. The City of Hermiston “”picks-up” the employees 6% contribution.

DEFERRED COMPENSATION

The City currently participates in three deferred compensation plans: Oregon Savings Growth Plan, Horace Mann and Mission Square Retirement. The City will pay 1% of an employees base salary into a Mission Square 401a plan, regardless of employee participation in a deifferd compensation plan.

LEAVE TIME ACCRUAL

Full time employees will be eligible for accrual of vacation time. The amount of vacation accrual is dependent on years of service.

Full time employees shall be entitled to sick leave with pay that will accumulate at the rate of 10 hours of leave for each calendar month of service.

Full time employees will be paid for ten (10) paid holidays each calendar year, as well as two (2) personal days which are provided in lieu of less traditional holidays.