

City of Lake Oswego
Personnel Policies, Part 4 12/31/2022
Benefits Listing

4-1 Vacation

- 4.1.1 Eligibility
- 4.1.2 Vacation Accrual
- 4.1.3 Calculating Accrual Rates
- 4.1.4 Maximum Accrual
- 4.1.5 Scheduling Vacation
- 4.1.6 Pay In Lieu of Vacation
- 4.1.7 Payout at Termination
- 4.1.8 Related Information

4-2 Holidays

- 4.2.1 Eligibility
- 4.2.2 Days Observed as Holidays
- 4.2.3 Early Closings
- 4.2.4 Personal Holiday
- 4.2.5 Holiday Pay
- 4.2.6 Religious Holidays
- 4.2.7 Related Information

4-3 Family and Medical Leave

- 4.3.1 Qualifying Reasons for Leave
- 4.3.2 Eligibility for Leave
- 4.3.3 Length of Leave
- 4.3.4 The 12-Month Period (The City's Leave Year)
- 4.3.5 Serious Health Conditions and Qualifying Exigencies
- 4.3.6 Wages and Benefits During Family Leave
- 4.3.7 Requesting FMLA and Other Requirements
- 4.3.8 Return to Work
- 4.3.9 Related Information

4-4 Leaves of Absence (Other)

- 4.4.1 Sick Leave
- 4.4.2 Management Leave
- 4.4.3 Military Leave
- 4.4.4 Peace Corps
- 4.4.5 Jury Duty
- 4.4.6 Witness Duty
- 4.4.7 Bereavement Leave
- 4.4.8 Personal Leave
- 4.4.9 Related Information

4-5 Employee Insurance

- 4.5.1 Health Insurance
- 4.5.2 C.O.B.R.A.
- 4.5.3 Life Insurance
- 4.5.4 Long Term Disability (LTD)
- 4.5.5 Survivor's Income
- 4.5.6 Retirement
- 4.5.7 Workers' Compensation
- 4.5.8 Employee Assistance Program
- 4.5.9 Related Information