

SUMMARY OF EMPLOYEE BENEFITS

Lake Oswego Police Officers' Association (LOPOA) Members

The following material is a brief summary of each benefit and does not replace or supersede any provisions of the insurance contracts.

MEDICAL INSURANCE

You may choose between a traditional indemnity plan or a health maintenance organization (HMO) plan. Coverage includes you and your dependents. Each plan includes a vision and prescription drug benefit.

Under the indemnity plan, Pacific Source Medical, once the participating provider out-of-pocket limit has been met, this plan will pay 100% of covered charges for participating and network not available providers. If you select Pacific Source Medical, your vision benefit will be provided by VSP Well Vision.

The HMO plan, Kaiser Permanente, guarantees delivery of necessary health services, which is provided exclusively by their own providers

DENTAL INSURANCE

You and your dependent family members are eligible for a dental insurance plan which includes preventive, routine and major dental care, as well as orthodontic benefits. You will be covered by the Oregon Dental Service plan, or, if you choose Kaiser as your medical insurance carrier, you may also choose Kaiser's dental plan.

LIFE INSURANCE

The City provides a term life insurance benefit in the amount of the employee's annual base salary to a cap of \$50,000. The plan also includes an accidental death and dismemberment benefit. You can choose to purchase additional life insurance for you and/or your spouse in increments of \$10,000. You may also purchase life insurance in the amount of \$2,000 for each eligible dependent at minimal cost. (Standard Life Insurance Company).

LONG TERM DISABILITY INSURANCE

The City provides you with long-term disability (LTD) insurance up to \$3,600 per month, following a 90-day waiting period. An employee may purchase additional coverage at his/her own expense. (Standard Life Insurance Company).

WORKERS' COMPENSATION INSURANCE

You are provided workers' compensation insurance in accordance with Oregon Revised Statutes.

PUBLIC EMPLOYEES RETIREMENT SYSTEMS (PERS)

The City of Lake Oswego is a member of the Oregon Public Employees Retirement System (PERS). Benefits paid by PERS are funded from two sources:

- member contributions* paid on your behalf by the City; and
- employer contributions*.

*(*Contributions are made six months after employment unless you are currently a member of PERS).*

You become vested with PERS when contributions have been made in each of five calendar years.

EMPLOYEE ASSISTANCE PROGRAM

You and your family can receive up to six (6) free confidential counseling sessions per incident per year, as well as other benefits, such as free legal consultation and first time home owner assistance. EAP coverage is provided by Reliant Behavioral Health.

VOLUNTARY EMPLOYEE BENEFITS ACCOUNT (VEBA)

The City has established a Voluntary Employee Benefits Account (VEBA) to be used for medical expenses pre and post retirement. The City will contribute a dollar amount into your account as specified with the terms of the LOPOA collective bargaining agreement, as authorized by IRS Code 501(c)(9). Accumulated sick leave paid will be paid as a cash equivalent into the VEBA account. Additional information available in Human Resources.

OPTIONAL BENEFITS

Deferred Compensation – The City offers a deferred compensation plan through ICMA-RC. Your participation in this plan is voluntary, and you will need to make the contributions to the plan(s).

Flexible Spending Account – The City offers a Flexible Spending Account Program after you have been employed with the City for six months. FSA's allow eligible employees to pay for non-covered health related expenses and child care expenses with tax-free income. In addition, you may use the FSA Premium Only Account to help cover the cost of your portion of the City's medical and dental insurance premiums. You do not need to wait six months to participate in the premium only portion.

Additional Insurance – (AFLAC). You may purchase additional insurance plans through monthly payroll deductions. Premiums for these plans are available at discounted rates. The flexible spending account may be used to pay for monthly premiums. If premiums are pre-taxed, the plan must adhere to cafeteria plan rules and regulations.

HOLIDAYS

The City of Lake Oswego recognizes the following paid holidays during the calendar year.

1. Four hours New Years Eve*
2. New Year's Day
3. Martin Luther King's Birthday
4. President's Day
5. Independence Day
6. Labor Day
7. Memorial Day
8. Veteran's Day
9. Thanksgiving Day
10. Friday Following Thanksgiving Day
11. Four Hours Christmas Eve*
12. Christmas Day
13. Personal Holiday

When Christmas Day or New Year's Day falls on Tuesday through Friday.

In lieu of holidays, LOPOA employees shall accrue ten hours credit for each full month worked. The employee may elect to take the credit as compensatory time off at a time mutually agreeable to the supervisor and the employee.

VACATION

Paid vacation time accrues on a yearly basis as follows:

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| 0-3 years: | (6 2/3 hrs per month) |
| 4-9 years: | (10 hrs per month) |
| 10-16 years: | (13 1/3 hrs per month) |
| 17+ years: | (16 2/3 hrs per month) |

Vacation leave may not be taken until you have completed six months of employment, and may accrue to a maximum of two years time.

SICK LEAVE

Sick leave accrues on a monthly basis at a rate of eight hours per each month worked. Sick leave may be used when you are unable to work due to illness or injury, or to attend a member of the immediate family, as defined in the LOPOA contract, when they are sick or injured. Sick leave may be accumulated to not more than 1100 hours sick leave use.