



## **City of St. Helens Benefits Summary for SHPA Members 2020-21**

### **Insurance Premiums - SHPA**

*These figures represent your 2% out-of-pocket cost per month through November 30, 2021.*

<b>Insurance Options (1 medical/1 dental)</b>	<b>Emp Only</b>	<b>Emp + Child</b>	<b>Emp + Spouse</b>	<b>Emp + Children</b>	<b>Emp + Family</b>
Regence Blue Cross	\$14.09	\$26.14	\$29.88	\$34.92	\$40.28
Kaiser Medical	14.34	26.30	30.05	35.47	40.90
ODS Dental III	1.28	1.98	2.26	3.65	4.21
Willamette Dental	1.12	1.71	1.95	2.98	3.44
Kaiser Dental	1.65	2.55	2.91	4.81	5.55

### **Life Insurance**

*City provides \$20,000*

### **PERS Retirement**

*City pays the 6% employee portion*

### **HRA VEBA**

*City contribution: Calculation of 2% of base wage*

### **Physical Fitness Benefit**

*City pays up to \$50 per month towards a physical fitness membership for employees*

### **Short-Term Disability**

*City-paid short-term disability for qualifying event – 50% of base salary*

### **Long-Term Disability**

*Provided by The Hartford for qualifying event – 66 2/3% of base salary*

### **Vacation Leave**

*For regular full-time employees*

- 8 hours per month from one month to 48 months
- 10 hours per month from 49 months to 108 months
- 13.34 hours per month from 109 months to 168 months
- 16.67 hours per month from 169 months to 228 months
- 20 hours per month from 229 months

*Vacation leave may be taken as it is accrued. There is no waiting period.*

### **Sick Leave**

*Regular full-time employees receive 12 days per year, accrued at 8 hours per month.*

### **Holidays**

- New Year's Day (January 1)
- Martin Luther King Jr. Day (third Monday in January)
- Presidents' Day (third Monday in February)
- Memorial Day (last Monday in May)
- Independence Day (July 4)
- Labor Day (first Monday in September)
- Veterans' Day (November 11)

- *Thanksgiving Day (fourth Thursday in November)*
- *Day After Thanksgiving*
- *Christmas Eve (December 24)*
- *Christmas Day (December 25)*
- *Two floating holidays (pro-rated depending on your start date) – Must be used during the fiscal year they were given*

**Employee Assistance Program**

*The City provides confidential access to professional counseling services for help in confronting personal problems such as alcohol or other substance abuse, marital and family difficulties, financial or legal troubles, and emotional distress. The EAP is available to all employees and their immediate family members offering problem assessment, short-term counseling, and referral to appropriate community and private services.*

**Educational Assistance**

*The City encourages training and education opportunities for its regular full-time employees to allow promotion from within existing employees whenever possible. Upon approval of the department head, all trainings and conferences relative to your position will be covered by the City. Higher education or vocational training classes may be reimbursable if certain criteria are met.*