

Benefits For Non-Represented Employees - 2021

Regular employees are eligible for benefits the first of the month following 80 hours, and when they continue to work a minimum of 17.5 hours per week. Further information is available by reaching out to Benefits Management at 503.681.3661 or email leforen@cleanwaterservices.org.

Medical Insurance:

Clean Water Services offers three medical insurance plan options: Providence Option Advantage Premium (PPO), Providence Connect (Medical Home PPO), or a Kaiser HMO plan which includes vision. All plans include prescription and chiropractic benefits.

Dental Insurance:

Dental insurance is offered through a self-insured plan administered by MODA/Delta Dental. This plan includes an orthodontic benefit for dependent children.

Vision Insurance:

Vision Insurance is offered to employees through a self-insured plan administered by VSP.

*Employees pay a modest premium for themselves and their dependents for medical, dental and vision insurance.

Health Reimbursement Arrangement (HRA) Account:

Clean Water Services deposits tax-free dollars into a trust account for each employee. These tax-free funds can be used to reimburse eligible out-of-pocket healthcare costs and premiums for the employee as well as the employee's spouse and qualified dependents. Unlike Section 125 flexible spending accounts, unused funds in the HRA account are carried over from year to year. The amount each employee receives is based on the medical option selected.

Life Insurance:

Clean Water Services provides group term life insurance equal to 1 (one) times the employees annual salary at no cost to all benefit-eligible employees.

Voluntary Life Insurance and Long Term Disability:

Additional life and long term disability insurance is offered as a voluntary benefit option which may be purchased through TheStandard Insurance Company.

Retirement System:

Employees who begin Oregon public sector employment after August 29, 2003 are members of the Oregon Public Service Retirement Plan (OPSRP), which is administered by the Oregon Public Employee Retirement System (PERS). After six full calendar months of employment, employees contribute 6 percent of their salary to an individual account (IAP) on a pre-tax basis through automatic payroll deduction. In addition, Clean Water Services makes a contribution based on the projected benefits of the employees and the cost of the plan.

OPSRP members are eligible for full retirement benefits at age 65 or at age 58 after 30 years of service. The OPSRP individual account is immediately vested, and the employer contribution is vested after an employee works at least 600 hours in 5 calendar years. At full retirement, benefits are calculated by taking 1.5% x final average salary x retirement credit in years, plus the IAP account balance. Employees who worked in a PERS covered position prior to August 29, 2003 can contact Benefits more retirement information.

Deferred Compensation:

The 457(b) Deferred Compensation Plan is a retirement savings plan that allows employees to save and invest pre or post-tax dollars through voluntary salary deferral. Distributions are usually taken at retirement however, funds can be withdrawn if participants end their employment with the District.

Wellness Program:

Clean Water Services offers a Healthy Habits wellness program to all regular employees. The program contains key elements and incentives that will empower employees to develop healthy lifestyles which contribute to a healthier workforce.

Employee Assistance Program:

The Employee Assistance Program provides a variety of counseling and financial planning services at no charge.

Other Optional Benefits:

- Discounted TriMet (mass transit) pass
- Optional supplemental insurance through Aflac

Vacation: Full-time employees accrue vacation at the following rate:

<u>Years of Service</u>	<u>Days per Year</u>
0 - 5	12
5 - 10	15
10 - 15	18
15 - 20	21
20 or more	24

Sick Leave:

Full-time employees earn 12 days of sick leave per year. There is currently no limit to the number of sick leave hours an employee can accrue.

Holidays: Employees are provided 10 paid holidays each calendar year

- New Year's Day
- Martin Luther King, Jr. Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day
- Three (3) Personal Holidays

Salary Administration:

Each position at Clean Water Services has a salary range, and starting salaries typically fall within the first half of the range. The District rewards employees for the work that they do and for their role in helping the District achieve its strategic initiatives. This occurs through a performance based pay system, where employees' salary increases are based solely on performance. In addition, the District provides a Goal Sharing Program which is aimed at helping the District save money, improve processes, and reward employees for setting high goals and reaching them.

Combined, the Performance Based Pay System and the Goal Sharing Program allow employees to influence their individual wages through high performance and contributing to the achievement of District goals.