

Benefits For Represented Employees - 2021

Regular represented employees are eligible for medical insurance the first of the month following 80 hours, and continue to work a minimum of 80 hours per month. Health insurance benefits for union employees are administered by the Oregon Teamster Employer's Trust (OTET). Further information is available by reaching out to Benefits Management at 503.681.3661 or email leforen@cleanwaterservices.org.

Medical Insurance:

OTET offers the choice of a Blue Cross Blue Shield PPO plan or a HMO plan through Kaiser. All plans include prescription, vision and chiropractic benefits. Clean Water Services pays up to a negotiated cap towards the premium for employees and their dependents, and employees currently pay a modest premium co-payment.

Dental Insurance:

Dental Insurance is offered through Willamette Dental or a Tradition Plan through Blue Cross Blue Shield. Both plans include an orthodontic benefit. Clean Water Services pays up to a negotiated cap towards the premium for employees and their dependents. *Coverage begins on the first day of the month after a three-month waiting period.

Vision Insurance:

Vision Insurance is offered to represented employees through VSP.

Life Insurance:

Represented employees are provided term life insurance in the amount of \$3,000 and the District also provides an additional \$1,000 policy for the employee.

Employees may be eligible to purchase up to \$300,000 of additional term life insurance for themselves or a spouse, and up to \$10,000 for their children. Rates vary by the employee's age and the amount of coverage requested.

Short Term Disability

The Trust offers a short-term disability plan that pays disabled workers \$300 a week for up to 13 weeks and \$325 for an additional 13 weeks. The policy also pays the employee's medical insurance premium for up to 12 months. This coverage is provided as part of the benefits package through OTET.

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 $1.5\% \times \text{final average salary} \times \text{retirement credit in years}$, 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.