

EUGENE WATER & ELECTRIC BOARD

SUMMARY OF BENEFITS

2017

Employee Types:

Regular Full-Time (40+ hrs/week)
 Regular Part-Time (20+ hrs/week)
 Limited Duration (LTD) Full-Time

Limited Duration (LTD) Part-Time (20+ hrs/week)
 Temporary (includes EWEB retiree temps, contracted temps & interns)

<u>BENEFIT</u>	<u>ELIGIBLE EMPLOYEE</u>	<u>WHEN ELIGIBLE</u>	<u>SUMMARY DESCRIPTION</u>	<u>PROVIDER</u>
HOLIDAYS	Regular & LTD	Date of Hire	10 holidays Pro-rated for part-time employees	EWEB
FLOATING HOLIDAY HOURS	Regular & LTD	Date of Hire	12 hours Pro-rated based on number of pay periods remaining in calendar year. 12 hours awarded to employees first pay period of year, pro-rated for part-time employees.	EWEB
VACATION	Regular & LTD Hours are pro-rated for part-time employees	Year 1 Year 2 Year 3 Year 4 Year 5 Year 6 Year 7 Year 8 Year 9 Year 10 Year 11 Year 12 Year 13 Year 14 Year 15 Year 16 Year 17 Year 18 Year 19 Year 20 Year 21 Year 22 Year 23 Year 24 Year 25+	4.00 hours/bi-weekly = 13 days/year 4.15 hours/bi-weekly = 13.5 days/year 4.31 hours/bi-weekly = 14 days/year 4.46 hours/bi-weekly = 14.5 days/year 4.62 hours/bi-weekly = 15 days/year 4.77 hours/bi-weekly = 15.5 days/year 4.92 hours/bi-weekly = 16 days/year 5.08 hours/bi-weekly = 16.5 days/year 5.23 hours/bi-weekly = 17 days/year 5.38 hours/bi-weekly = 17.5 days/year 5.54 hours/bi-weekly = 18 days/year 5.69 hours/bi-weekly = 18.5 days/year 5.85 hours/bi-weekly = 19 days/year 6.00 hours/bi-weekly = 19.5 days/year 6.15 hours/bi-weekly = 20 days/year 6.31 hours/bi-weekly = 20.5 days/year 6.46 hours/bi-weekly = 21 days/year 6.62 hours/bi-weekly = 21.5 days/year 6.77 hours/bi-weekly = 22 days/year 6.92 hours/bi-weekly = 22.5 days/year 7.08 hours/bi-weekly = 23 days/year 7.23 hours/bi-weekly = 23.5 days/year 7.38 hours/bi-weekly = 24 days/year 7.54 hours/bi-weekly = 24.5 days/year 7.69 hours/bi-weekly = 25 days/year Maximum Carryover = 240 hours	EWEB
SICK LEAVE	All employees (hours prorated for PT employees)	Date of Hire	3.69 hours bi-weekly = 12 days/year Unlimited accrual. Usage also available for unforeseen personal crisis (limited to 24 hrs/yr). First 40 hours in a calendar year are considered protected leave under Oregon Sick Leave Act. See Employee Leaves Policy for details.	EWEB
MEDICAL/DENTAL/VISION INSURANCE	All employees working at least 20 hrs/week except temporaries	Date of Hire	Medical, dental, vision & prescription coverage for employee and eligible dependents.	EWEB pays 95% employee premium EWEB pays 75% contribution towards dependent's premium Cash back if opt-out

<u>BENEFIT</u>	<u>ELIGIBLE EMPLOYEE</u>	<u>WHEN ELIGIBLE</u>	<u>SUMMARY DESCRIPTION</u>	<u>PROVIDER</u>
LIFE INSURANCE				
	All employees (work at least 20 hrs/wk) except temps	Date of Hire	Term life at 2.5 times annual salary (value is based on standard work schedule). Limited dependent life benefit. See Certificate & Summary Plan Description	EWEB & Life Insurance Co.
	Retirees	At retirement	\$5,000.00	EWEB
ACCIDENTAL DEATH & DISMEMBERMENT				
	All employees (working at least 20 hrs/week) except temporaries	Date of Hire	Full amount = 2.5 times annual salary. Each hand, foot, or eye = 2 times full amount (value is based on standard work schedule)	EWEB & Life Insurance Co.
SHORT TERM DISABILITY INSURANCE				
	All employees (working at least 20 hrs/week) except temporaries	Date of Hire	Benefit = 60% of weekly wage (\$2500 max) 7 days after accident; 14 days after illness. Payable up to 120 days.	EWEB & Insurance Co.
LONG TERM DISABILITY INSURANCE				
	All employees (working at least 20 hrs/week) except temporaries	Date of Hire	Benefit = to 60% of pre-disability earnings after 120 days of total disability. Max benefit period: to Social Security Normal retirement age.	EWEB & Insurance Co.
PENSION PLAN				
	All employees working in a qualified position (position requires 600 or more hours in a 12 month period)	First of the month following 6 months of employment (date of hire if already an active PERS member)	Provided through Oregon Public Employees Retirement System (PERS). Retirement Eligibility: Tier I -age 58, or 30 YOS for pre-1996 members ; Tier II age 60 or 30 YOS post 1996 members; OPSRP -age 65 or 58 + 30 years/service post 8/2003 hires. Early retirement available at age 55 (w/benefit reduction). Please refer to PERS for details.	EWEB makes 6% employee & employer contribution (which is actuarially established by PERS)
DEFERRED COMPENSATION 457 PLAN				
	All employees (working at least 20 hrs/week) except temporaries	Date of Hire	Opportunity to tax-defer salary up to annual IRS maximum. Age 50+ catch-up provision and pre-retirement catch up available (if eligible).	Employee
REST BREAKS				
	All employees	Date of Hire	Two 15-minute rest periods, one each 4 hour work period.	EWEB
BEREAVEMENT LEAVE				
	All Employees (working at least 20 hours/week) except temporaries	Date of Hire	Leave (paid) up to 24 hours in the event of the death of an immediate family member. Leave (paid and/or unpaid) up to 14 calendar days in the event of the death of an immediate family member (per event).	EWEB & Employee
	Hours pro-rated for part-time employees		See Employee Leaves Policy	
FAMILY LEAVE				
	Regular FT, PT and LTD based on law's requirements.	Oregon Law: 180 days employed Federal Law: 12 months; at least 1250 hours in 12 months	Up to 12 weeks of leave in any 12 month period following birth or placement of adopted or foster child; or to care for certain seriously ill family members or self. Use of accrued paid leave may be required. Note: Oregon law differs from Federal law. Please consult Human Resources for further clarification.	EWEB

<u>BENEFIT</u>	<u>ELIGIBLE EMPLOYEE</u>	<u>WHEN ELIGIBLE</u>	<u>SUMMARY DESCRIPTION</u>	<u>PROVIDER</u>
MILITARY LEAVE	Regular employees subject to short-term Reserve or National Guard duty and any employee involuntarily ordered to active duty (except temporaries).	During annual training requirements and if called for active duty.	Up to 80 hours full pay for the customary annual training requirement. If called for active duty, benefits will be as mandated by Federal law.	EWEB (some payment or use of other accrued leave potential necessary on employee's part).
JURY DUTY	All employees (working at least 20 hours/week) except temporaries.	Date of Hire	Full compensation. See Employee Leaves Policy	EWEB
DEATH BENEFIT FUND	All employees (working at least 20 hours/week) except temporaries. Can continue as retiree.	Date of Hire	Self-Funded Life Insurance. Beneficiary receives \$2 from each of the members in the fund at time of member's death.	Employee: \$2 when member dies. Retiree: 0
FITNESS FACILITY & WELLNESS PROGRAM	All employees	Date of Hire and after completion of facility orientation	On-site exercise facility & classes. Wellness education and Programs: weight management, onsite health screenings, 24-hour nurse line, onsite nursing services, onsite physical therapy, tobacco cessation, onsite massage therapy, health coaching through Pacific Source's Cafe Well.	EWEB & employee
EAP	All employees (working at least 20 hours/week) & retirees (except temporaries) and family members	Date of Hire	The Employee Assistance Program, through DIRECTION a division of Cascade Health, provides a full range of professional counseling and support services to employees and members of their household. Services range from leadership training, work/life services, and substance abuse prevention. Services are free and strictly confidential.	EWEB
FLEXIBLE SPENDING ACCOUNTS	All employees (working at least 20 hours/week).	Date of Hire	Insurance premium, medical, & child care expense pre-tax reimbursement accounts	Employee
VEBA/HRA	All employees (except temporaries) based on voting process	Eligibility depends upon the option(s) voted for each plan year by employee groups.	The Health Reimbursement Arrangement (HRA) is a type of health plan that reimburses out-of-pocket healthcare costs. Contributions, investment earnings and withdrawals are tax-free and claims can be filed at any time after accounts are established.	Employee & EWEB. EWEB contributes a % of the employment tax savings.
	Union represented employees		As described above, but the specific benefits are listed in the Collective Bargaining Agreement.	Employee & EWEB.
CREDIT UNION	All employees	Date of Hire	Savings, checking, credit cards, loans, direct deposit.	EWEB Credit Union
PARKING	All employees	Date of Hire	Free on-site.	EWEB

<u>BENEFIT</u>	<u>ELIGIBLE EMPLOYEE</u>	<u>WHEN ELIGIBLE</u>	<u>SUMMARY DESCRIPTION</u>	<u>PROVIDER</u>
RECREATION & SOCIAL ACTIVITIES	All employees	Date of Hire	Various Holiday and EAC Activities	EWEB & Employees

(THIS IS A SUMMARY ONLY. ALL BENEFITS, POLICIES AND PROCEDURES ARE EXPLAINED IN DETAIL IN THE EWEB HUMAN RESOURCES AND BENEFITS MANUALS. EXPLANATION IN GREATER DETAIL MAY BE OBTAINED IN THE HUMAN RESOURCE DEPARTMENT.)

** EWEB RESERVES THE RIGHT TO MAKE MODIFICATIONS OR ADDITIONS TO THESE BENEFITS, OR TO ELIMINATE THE BENEFITS FOR FORMER, CURRENT OR FUTURE EMPLOYEES AT ANY TIME. SUCH RIGHT EXPRESSLY INCLUDES THE AUTHORITY TO MODIFY THE CONDITIONS FOR ELIGIBILITY AND ENTITLEMENT FOR BENEFITS, THE LEVEL OF COVERAGE AND THE AMOUNT OF REQUIRED CONTRIBUTIONS FOR SUCH BENEFIT **