



City of St. Helens Benefits Summary for Unrepresented 2020-21

Insurance Premiums - Unrepresented

These figures represent your 5% out-of-pocket cost per month through November 30, 2021.

Insurance Options (1 medical/1 dental)	Emp Only	Emp + Child	Emp + Spouse	Emp + Children	Emp + Family
Regence Blue Cross	\$35.21	\$65.36	\$74.70	\$87.29	\$100.69
Kaiser Medical	35.86	65.76	75.11	88.68	102.25
ODS Dental III	3.21	4.94	5.65	9.13	10.54
Willamette Dental	2.80	4.27	4.88	7.46	8.60
Kaiser Dental	4.13	6.37	7.27	12.02	13.86

Life Insurance

City provides \$20,000

PERS Retirement

City pays the 6% employee portion

HRA VEBA

Kaiser members receive \$70 per month

Regence Blue Cross members receive \$120 per month

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

- 6.67 hour 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.

Longevity Pay (paid monthly)

For regular full-time employees

- \$50 per month after 5 years of service
- \$100 per month after 10 years of service
- \$150 per month after 15 years of service
- \$200 per month after 20 years of service

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*

Management Leave

On July 1 of each year, your class level as outlined below will receive the following number of hours of management leave. Management leave must be used during the fiscal year it was received. At the end of the fiscal year, up to 50% of management leave time can be paid out if approved by the City Administrator and is allowed within the approved budget.

Unrepresented Position Title	Mgmt. Leave Class Level	Annual Hours Received
Deputy City Recorder	C	48
Recreation Manager	C	48
Accountant	C	48
Field Supervisor/Safety Coordinator	C	48
Water Filtration Facility Supervisor	C	48
WWTP Operator IV	C	48
IT Specialist	B	72
Government Affairs & Project Support Specialist	B	72
Public Works Supervisor	C	48
City Recorder	B	72
Police Sergeant	C	48
WWTP Superintendent	C	48
Building Official	B	72
City Planner	B	72
Library Director	A	96
City Engineer	B	72
Lieutenant	C	48
Public Works Director	A	96
Chief of Police	C	48
Assistant City Administrator	A	96
City Administrator	A	96

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.