



# BENEFITS AND WELLNESS AT FIRE DISTRICT 3



## HEALTH AND LIFE INSURANCE

Employees are actively covered under our health and life insurance plans the first of the month following the date of hire.

Health insurance is provided by Regence Innova \$500 Plan or Regence Innova \$3,000 High-Deductible Plan basic and major medical insurance includes a prescription drug plan, vision care, alternative health care benefits, health education, and community wellness benefits. There are 2 options for Dental coverage, one has a \$1,500 maximum and you can choose any dentist covered by MODA, the other option offers no annual maximum with services limited to Willamette. Members will pay 5% of their monthly premiums with payroll deduction the first payroll of every month.

Standard provides life insurance and AD&D coverage of \$50,000 for employees, Long Term Disability benefits of 60% of current wages.

Employees are also provided an employer funded HRA-VEBA account upon hire.



## RETIREMENT AND PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS)

Employees can contribute funds into a 457(b) upon hire with VOYA or with Nationwide.

After one year of employment, both represented and non-represented employees are eligible to receive *employer* matching funds into a 401(a), contribution amounts change based on position and years of service.

This is a PERS (Public Employees Retirement System) eligible position. Employees contribute 6% of their gross salary pre-tax into the Individual Account Program or IAP (defined contribution plan) administered by the Oregon PERS Board. Employer contributions are put into a Pension (defined benefit plan). Employees are vested after five (5) years



## PAID TIME OFF AND INCENTIVE PAY

Paid time off is offered to employees as accrued vacation and sick leave. Accruals increase based on years of service. Other paid leave is available depending on position and representation.

**Education incentive:** Non-Represented Employees receive 3.5% for Associate's Degree or 5% for Bachelor's Degree based on monthly base salary ; Represented Employees receive 1% for Associate's Degree or 2% for Bachelor's Degree based on E Step FF monthly base salary.

**EMS incentive:** Chief Officers receive 5% for EMT-I (Intermediate) or EMT-P (Paramedic) based on E Step FF monthly base salary. Represented Employees receive 3% for AEMT, 5% for EMT-I (Intermediate) or 11% for EMT-P (Paramedic) based on E Step FF monthly base salary.