



# 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** options include 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**: 1) MODA offers a \$1,500 maximum and you can choose any dentist covered; 2) Willamette offers no annual maximum with services limited to Willamette.

Employees pay 7% of their monthly health insurance premiums, pre-tax, with payroll deduction the first payroll of every month.

The District provides employer paid **life insurance and AD&D coverage** of \$50,000 for employees.

Employees are provided a generous employer funded monthly contribution to an **HRA-VEBA** account upon hire.

**ASI flexible spending accounts** are an optional benefit for employees to use for healthcare and dependent care expenses.

## RETIREMENT AND PUBLIC EMPLOYEE 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)** deferred compensation plan, contribution amounts adjust based on position and years of service.

This is a **PERS (Public Employees Retirement System) eligible position**. The District contributes the required 6% of employee's gross salary pre-tax into the Individual Account Program (IAP defined contribution plan) administered by the Oregon PERS Board. Employer contributions are also put into employee's PERS 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.

## WORKPLACE WELLNESS

The District offers Wellness training, resources, and assistance to support employee's mental, physical and retirement wellness needs. Advancing awareness, resources and support for employee wellness continues to be a priority in our workplace initiatives.