

City of Veneta - Summary of Benefits

New Hire Relocation Expenses Reimbursement

City may reimburse up to \$2,000 of eligible moving expense for new hires. The City Administrator may reimburse on a receipt(s) basis up to \$2,000 of eligible moving expenses like moving truck rental, shipping of household goods and personal effects, and local housing deposit.

Medical/Prescription/Dental/Vision-City pays 90% of Premium



BlueCross BlueShield of Oregon vision care

High-Deductible with Alternative Care (acupuncture, chiropractic)

\$2,500(Id.)/\$5,000 (Fam.) deductible; 20% co-pay for office visits

\$5,000/\$10,000 Out-of-Pocket Maximum

Dental: \$1,500/year maximum, 70% covered 1st year (+10% each year)

Vision: \$10 co-pay annual exam; \$25 co-pay frames (2 yrs.), lenses (yearly) with allowance limit

Health Savings Account — City contributes 90% of medical deductible



Quarterly Employer PRE-TAX contributions totaling annually \$2,250 for Employee-Only or \$4,500 for Employee+ (Spouse, Children, Family, etc.)

Dependent-Care Flexible Spending Account

Employee can contribute PRE-TAX up to \$5,000 per household, per calendar year



Retirement — 457(b) Deferred Comp. Plan + City contributes Employee 6% to PERS/OPSRP



Veneta Community Pool Pass One Family Season Pass



Effective January 1, 2024

Life Insurance — City pays 100% of the premium for \$50,000 policy

Employees and/or spouses can elect amounts from \$10,000 to \$300,000 in \$10,000 increments for Supplemental Employee/Spouse/Domestic Partner (DP) Life coverage, and a Voluntary \$10,000 Dependent Life blanket coverage for all eligible dependents



Long Term Disability — City pays 100 % of the premium

After a 90-day elimination period from the date of disability, monthly non-taxable benefit is 50% of monthly salary (maximum \$3,000/month)

Holidays — 14 Total (3 Floating + 11 National)

Three Floating Holidays (16 hours accrued in July, 8 hours in January) plus 11 National Holidays:

January 1	New Year's Day	1 st Monday of Sept.	Labor Day
3 rd Monday of Jan.	Martin Luther King Jr. Da	November 11	Veterans Day
3 rd Monday of Feb.	President's Day	4 th Thursday of Nov.	Thanksgiving Day
Last Monday of Ma	Memorial Da	4 th Frida of Nov.	Day after Thanksgiving
June 19	Juneteenth	December 25	Christmas Day
July 4	Independence Day		

Vacation

From the beginning of:

Year 1 through the end of Year 3 — 6.67 hours per month (80 hours annually)
Year 4 through the end of Year 5 — 8.00 hours per month (96 hours annually)
Year 6 through the end of Year 10 — 10.00 hours per month (120 hours annually)
Year 11 through the end of Year 15 — 13.33 hours per month (160 hours annually)
Year 16 through the end of year 20 — 16.32 hours per month (196 hours annually).
Year 21 and thereafter — 20.67 hours per month (248 hours annually)

Administrative Leave

Exempt (Administrative/Supervisory) employees accrue six (6) hours per month.

Sick Leave

Accrued at a rate of eight (8) hours per month, capped at two hundred forty (240) hours

Personal Leave

Accrued at a rate of eight (8) hours per month if Sick Leave cap maintained

Longevity Bonus — Paid in anniversary month

Year 10: 2.5% of salary
Year 15: 3.0% of salary
Year 20: 3.5% of salary
Year 25: 4.0% of salary
Year 30: 4.5% of salary



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