

CITY OF TUALATIN BENEFITS SUMMARY

AFSCME-REPRESENTED POSITIONS

(The information provided here is a basic summary only and does not include all provisions of each plan. Official plan documents, Bargaining Unit Contracts, and City policies and manuals supersede this document.)

VACATION: Time accrues on a per pay period basis.

1 to less than 3 years.....	12 days
3 to less than 5 years.....	14 days
5 to less than 10 years.....	17 days
10 to less than 15 years.....	20 days
15 to less than 20 years.....	22 days
20 or more years.....	24 days

SICK LEAVE: Twelve (12) days per year, accruing on a per pay period basis. A sick leave conversion program is available.

MEDICAL: The City pays 90% of health insurance premiums (subject to a \$2753.03 monthly cap beginning January 2026). Employees have the choice of either Regence Blue Cross CoPay Plan (\$250 Individual/\$750 family deductible) Medical including Alternative Care, Hearing Aids, Drug and VSP Vision or Kaiser Medical with Alternative Care, Hearing Aid, Vision and Drug. Dental options are Delta, Kaiser or Willamette, all with orthodontia. The City contributes \$500 to a Voluntary Employee Benefits Account, the employee makes individual contributions in accordance with the member vote.

DISABILITY: The City provides Long Term Disability Coverage for all employees up to a maximum monthly benefit of \$6667.

LIFE: The City provides a policy on the employee (on/off-the-job coverage) equal to 1.5 times their annual salary (max. benefit of \$200,000).

RETIREMENT: Public Employees Retirement System (PERS). City pays BOTH the employer and mandatory 6% employee contribution. Employee's hired after 8/23/03 will be covered by the Oregon Public Service Retirement Plan and subject to the criteria of that plan.

HOLIDAYS:	New Year's Day	Labor Day
	Martin Luther King, Jr. Day (3rd Monday-January)	Veteran's Day
	President's Day (3rd Monday-February)	Thanksgiving Day
	Memorial Day	Day After Thanksgiving
	Juneteenth	Christmas Day
	Independence Day	2 Floating Holidays

All benefits listed are based on continuous full time service. For regular employees who work part time (with fewer than 30 budgeted hours per week), benefits are prorated.

Updated September 2025 unless otherwise specifically noted.