

CITY OF NEWBERG  
EMPLOYEE BENEFIT PACKAGES  
AS OF AUGUST, 2010  
POLICE ASSOCIATION EMPLOYEES

**Medical:** League of Oregon Cities  
BC V-B PPP = Major Medical, \$200 deductible (\$600-family) 90% up to first \$5,000 includes well baby care and annual physicals

**Dental:** Oregon Dental Service (ODS) - Dental Plan III w/ortho  
Incentive Plan beginning with 70% coverage  
Applies to all procedures up to \$1,500 per year  
Orthodontia: 50% up to \$1,000

**Vision:** VSP (Vision Service Plan)  
One exam & prescription change each year for under 19 years old  
Once every 24 months for over 19 years old  
Frames every 24 months

**Disability:** Standard Insurance Co.  
90 day waiting period  
60% of salary for up to 2 years in own occupation  
After 2 years, any occupation  
Rehabilitation and training  
Horizon Health EAP Services – 3 visits per occurrence

**Life:** Standard Insurance Co.  
1.5 times salary, maximum \$150,000

**AD & D:** Standard Insurance Co.  
1.5 times salary, maximum \$150,000

**Long Term Care:**  
Unum Provident Insurance Co.  
Long Term Care Facility and 50% Professional Home Care  
\$1,500 monthly benefit  
3 Year Benefit Duration  
90 day waiting period

**VEBA:** \$170 Per Month

**Retirement:** Oregon PERS

**Employee Assistance Program:** Up to five visits per occurrence

The following is information on the rates for the insurance year which starts on August 1, 2010.

The employer/employee share of the V-B PPP Rx3 Plan /Vision and Dental plan premiums is a 90/10 breakdown. Here are the totals:

**V-B PPP Rx3/Vision/Dental**

	<u>City Share</u>	<u>Employee Share</u>	<u>Total</u>
Single	\$531.97	\$59.11	\$591.08
2 Party	\$1,093.28	\$121.48	\$1,214.76
3+ Party	\$1,519.55	\$168.84	\$1,688.39

**Medical/Vision**

	<u>City Share</u>	<u>Employee Share</u>	<u>Total</u>
Single	\$481.56	\$53.51	\$535.07
2 Party	\$1005.27	\$111.70	\$1,116.97
3+ Party	\$1,356.68	\$150.74	\$1,507.42

**Dental**

	<u>City Share</u>	<u>Employee Share</u>	<u>Total</u>
Single	\$50.41	\$5.60	\$56.01
2 Party	\$88.01	\$9.78	\$97.79
3+ Party	\$162.87	\$18.10	\$180.97