



City of Eugene Benefits at a Glance

City of Eugene Benefits: Caring for the Whole You

Your health, your family, your finances—your overall wellbeing. We're here to support you, no matter what life brings and our support extends to our culture of inclusion within the City and throughout our services and programs.

The City of Eugene is a Total Worker Health® affiliate. We take a holistic view of Total Worker Health (TWH) by encouraging a healthy work, home, and community life. Since life extends beyond the workday, so do many City wellbeing offerings.

Detailed information on all your benefits is available on the Employee Benefits website or from the City's Benefits Support Staff.



Taking Care of Your Health

Great Things About Your City Health Care Coverage

1 Choice: The City's health plans offer a choice of coverage from one of up to three medical plan options. You may also cover your eligible family members, which includes domestic partners and their dependents.

2 Freedom to choose your provider: All three medical plan options feature the PacificSource Voyager network. When you choose a network provider, you get the highest level of benefits, or use any provider and pay more for care.

3 Convenient, 24/7 telemedicine: Teladoc telehealth gives you access to a doctor or a behavioral health specialist by phone, mobile app, or computer, no matter where you are located. Consultations are available, often within minutes, seven days a week. All copays and deductibles are currently waived for all Teladoc services.

4 Coverage while traveling: While traveling, emergency health insurance services are covered worldwide at the in-network benefit level for enrolled participants. Emergency Travel Assistance is available to all benefitted employees and their eligible family member when traveling 100 miles or more from home.

Services include:

- Replacing documents or medications
- Lost luggage retrieval
- Translation services
- Legal and medical referral assistance
- Emergency transportation and evacuation services

5 Healthy Resources: As part of your PacificSource medical coverage, you can:

- Get discounts on Weight Watchers
- Get discounts on gym memberships
- Participate in wellness program for kids ages 6–9
- Join a prenatal program to receive support and info during your pregnancy (including free prenatal vitamins)
- Participate in one-on-one sessions for quitting tobacco
- Get 24/7 medical advice with the Nurse Advice Line or Teladoc
- Access the CaféWell online health and wellness portal
- Access Member Support Specialists who can connect you to community resources and break down barriers to best achieve healthy outcomes
- Get additional care support if you are dealing with a chronic condition or rare disease



Did you know?

New Hires: You have 60 days from your hire date to enroll or opt out of health plan coverage. If you miss the 60-day deadline, you will be automatically enrolled in the City's default health plan and would be able to add eligible dependents only for a limited time.

Current Employees: You have 60 days following a qualifying event to enroll in coverage, or to change your current health plan election. You can add a dependent outside the 60-day window only if doing so does not increase your health insurance payroll deduction.

All employees can make changes to their enrollment elections without a qualifying event in June during Open Enrollment.

Taking Care of Your Wellbeing



Wellness at the City

We care about you and are committed to supporting your wellbeing at work and at home. We encourage you to take advantage of all your wellbeing resources, including:

- Employees and their families can participate in free use of the City of Eugene FitCity Wellness Center, including online exercise and wellness classes
- Employees enjoy free access to City of Eugene pools and community center exercise facilities
- Employees and family members enrolled in the City's Health Plans can take advantage of free lap swimming or enrollment in LRCS Recreation Services Adult Health & Fitness classes, brought to you by the Benefits Study Group Wellness Initiative
- Free flu vaccinations
- Free bus pass and bike share access
- City-wide Be Well Initiative activities
- Benefits Study Group Wellness Initiative
- Free wellness and financial education classes



Employee Assistance Program (EAP)

The City's Employee Assistance Program offers free, confidential resources designed to help you and your family manage all kinds of challenges.

Cascade Behavioral Health & EAP is available to support you virtually or in-person. Services include counseling, a 24/7 crisis line, career assessment, legal and financial referrals, and childcare and eldercare resources. Access up to four visits per issue, per year.

MTR Therapy specializes in counseling, mentoring, and life coaching services for members who identify as people of color and/or LGBTQIA+. Appointments are available virtually seven days a week. Fees for late cancellations or missed appointments are not covered. Access up to four visits per issue, per year.

Public Safety EAP for sworn Firefighters offers up to 6 sessions per year with counselors who specialize in fire and EMS issues, along with additional benefits such as performance coaching, personal assistant services, and unlimited web-based access.



Workplace Possibilities

This program provides a proactive, whole person approach for those experiencing potentially disabling pain or having difficulties that could be related to a disability. The program can identify ways to ensure you are able to work as safely and comfortably as possible. It provides assessments and covers the cost of worksite modifications needed to help you stay at work or to return to work faster after a disability.



eM Life

All benefitted employees have free access to eM Life mindfulness solutions. eM Life delivers virtual live and on-demand sessions led by certified mindfulness experts to help you make more purposeful decisions about your health, wellbeing, and chronic conditions.

Taking Care of Your Financial Life



Flexible Spending Accounts

The City offers you the opportunity to save pretax dollars from each paycheck to pay for qualifying expenses through a Flexible Spending Account (FSA):

- **Health Care FSA** – for eligible medical, vision and dental expenses (for you and your dependents) that are not covered by the City's health insurance plans.
- **Dependent Care FSA** – for qualifying daycare and eldercare expenses needed to enable you to work.
- **TRA Parking / Vanpool / Mass Transit Accounts** – for commuter parking expenses when you are not using a City of Eugene-owned parking lot, or for qualified vanpool/mass transit expenses.



Financial Protection

Having life insurance and disability protection is a great way to provide security for your family.

- **Long-term disability (LTD) insurance** is provided at no cost to you and can replace at least 60% of your monthly income.
- **Basic life insurance** is provided automatically; coverage begins on the first day of the month following your hire date. The amount of life insurance coverage you are eligible for depends on your bargaining unit.
- You may also apply to purchase additional **supplemental life insurance** coverage for yourself and your spouse/domestic partner and/or eligible children. Accidental death and dismemberment (AD&D) insurance is also available to purchase, which would pay a benefit for certain losses due to an accident.



Growing Wealth for the Future

Deferred Compensation 457 Plan: This voluntary supplemental retirement program allows you to save part of your salary and invest it to use when you retire. The City offers both a pretax and a Roth after-tax option through plans administered by Voya. Contribute at least 1% and, depending on your bargaining unit, the City may also contribute a deferred compensation benefit to your account.

PERS/OPSRP: To help you ensure retirement income, the City contributes to one of the retirement programs administered by the Oregon Public Employees Retirement System (PERS Tier One/Tier Two or OPSRP). Membership is determined based on your date of hire or previous membership.



Beneficiary Updates

Life changes often result in the need to update beneficiary information for your life insurance, deferred compensation and PERS/OPSRP accounts. Beneficiary forms usually trump written wills, so make sure your beneficiary information reflects your current wishes. Access forms and info at eugene-or.gov/698/Forms.

Contacts

Questions? Contact the Employee Resource Center Benefits Support Team.

Call: 541-682-5780 or **Email:** BenefitsStaff@eugene-or.gov **Website:** www.eugene-or.gov/employeebenefits

Benefit	Contact	Phone
Medical, Pharmacy, Vision Healthy Resources InTouch Member Account	PacificSource pacificsource.com pacificsource.com/members/individuals/healthy-resources pacificsource.com/members/individuals/about-intouch	541-684-5582 or 888-977-9299 cs@pacificsource.com
Mail Order Pharmacy	Caremark caremark.com	866-329-3051
24- Hour Nurse Advice Line	PacificSource pacificsource.com	855-834-6150
Teladoc	Enroll through PacificSource InTouch Account or call Teladoc Once enrolled: teladoc.com Mobile App: teladoc.com/mobile	800-835-2362 800-Teladoc
Dental	Delta Dental/Moda Health modahealth.com	888-217-2365 dental@modahealth.com
FSA	PacificSource pacificsource.com	541-485-7488 800-422-7038 psacustomerservice@pacificsource.com
Emergency Travel Assistance	Assist America assistamerica.com PacificSource: 01-AA-PSH-10073 Standard Ins.: 01-AA-STD-5201	800-872-1414 within USA 609-986-1234 outside USA
eM Life Mindfulness Solutions	vibe.emindful.com Use your Employee ID # to enroll	
Deferred Comp	Voya my.voya.com	541-343-6759 800-584-6001
Oregon PERS/OPSRP	Oregon PERS/OPSRP oregon.gov/pers	888-320-7377
Long- Term Disability Basic Life Insurance Supplemental Life and AD&D	COE Employee Resource Center Benefits Support Staff	Public Safety Team 541-682-5780 Ops Support Team 541-682-5062 BenefitsStaff@eugene-or.gov
Employee Assistance Program (EAP)	Cascade Behavioral Health and EAP: cascadehealth.org/workplace-health-2/organizational-health/ MTR Therapy, specializing in supporting BIPOC and/or LGBTQIA+ communities: mtrtherapy.com Public Safety EAP for Sworn Firefighters www.theeap.com/public-safety-eap	541-345-2800 or 800-535-1347 267-702-4426 888-327-1060 24 hours a day
FitCity Wellness Center	eugene-or.gov/healthandfitness	541-682-5610 Orientation is required
LRCS Recreation Services Adult Health and Fitness Classes	eugene-or.gov/recreation	

This is a summary of the benefits offered through the City of Eugene. Benefits depend on an individual employee's bargaining unit contracts. If any information presented here conflicts with plan documents, the plan documents will govern. Nothing in this brochure is intended as a promise or contract of employment, and the City reserves the right to amend the descriptions in this document at any time.