

Employee Benefits Summary 2024



Medical, Vision and Alternative Care Benefits

Full-time employees at Energy Trust of Oregon are eligible to enroll in healthcare benefits which include medical, dental, prescription, chiropractic and alternative care coverage. Coverage becomes effective the first day of the first month following the date of hire.

Energy Trust currently has two medical plans being offered, at 92% of the healthcare premium for employees and their dependents, with the remaining 8% contributed by the employee via a biweekly payroll deduction.

Eligible employees can choose from two medical plan options via PacificSource. Medical coverage includes vision insurance. These are the employee premium costs for the Preferred Provider Organization (PPO) and High Deductible Health Plan (HDHP) options in 2024:

Medical coverage tier	PPO plan per pay period	HDHP with HSA per pay period
Employee Only	\$32.50	\$26.16
Employee and Spouse/Domestic Partner	\$74.75	\$60.16
Employee and Child(ren)	\$60.10	\$48.39
Employee and Family	\$92.63	\$74.55

Medical coverage opt-out benefit: For employees who have qualified coverage through other means and choose to opt out of medical benefit coverage, Energy Trust will pay \$225 a pay period in lieu of coverage.

Employees who are enrolled in the High Deductible Health Plan (HDHP) are eligible for a Health Savings Account (HSA). HSA funds may be used to pay for eligible healthcare expenses on a pre-tax basis. Once enrolled, Energy Trust will contribute to an employee’s HSA on a per-pay period basis. In addition to Energy Trust contributions, employees may elect to contribute their own savings to an HSA on a pre-tax basis through convenient payroll deductions.

The maximum annual contribution amounts allowed by the IRS for 2024 are \$4,150 for individual coverage, \$8,300 for family coverage and an additional \$1,000 for those age 55 or older.

Medical coverage tier	Maximum annual Energy Trust contribution to HSA if enrolled in HDHP	Maximum annual employee contribution to HSA if enrolled in HDHP	Total IRS allowable annual contribution to HSA if enrolled in HDHP
Employee Only	\$1,500	\$2,650	\$4,150
Employee & Spouse / Domestic Partner	\$3,500	\$4,250 / \$350	\$8,300/\$4,150
Employee & Child(ren)	\$2,800	\$5,500	\$8,300
Employee & Family	\$4,300	\$4,000	\$8,300

Dental Benefits

These are the premium costs for the dental plan option in 2024:

Dental coverage tier	Premium per pay period (Delta)	Premium per pay period (Willamette)
Employee Only	\$2.01	\$1.95
Employee and Spouse / Domestic Partner	\$3.98	\$3.87
Employee and Children	\$4.11	\$3.40
Employee and Family	\$6.28	\$5.51

Flexible Spending Account (FSA)

The deposits employees make into an FSA can be used to cover the cost of un-reimbursed medical expenses and eligible dependent care expenses on a pre-tax basis. For 2024, the maximum allowable contribution amount for medical FSA is \$3,200. The maximum allowable contribution for dependent care FSA is \$5,000.

Paid Time Off

Salaried employees are eligible for up to 3 weeks of paid vacation annually and 2 floating holidays per calendar year. Vacation accruals increase after 3, 6 and 10 years of service. Energy Trust also provides ten and one-half days of paid holiday leave. 40 hours of paid sick leave are allotted to new hires at their hire date. Additionally, full-time employees accrue 8 hours of sick time per month, equal to 2.4 workweeks a year.

Retirement Savings

Energy Trust provides a 401(k) retirement plan for eligible employees. Employees may contribute to this plan through a voluntary pre-tax salary deduction. Energy Trust contributes 6% of an employee's salary to the 401(k) account, regardless of the employee participation level. Employees are eligible after 3 months. Employer contributions are fully vested.

Other Benefits

- \$750 Work from Home stipend
- Company-provided equipment (laptop, peripherals, etc.)
- Company-paid life insurance
- Company-paid disability insurance
- Employee Assistance Program (EAP)
- Annual TriMet pass
- Paid parking for in-office work days.
- Alternative work schedule options
- Tuition Reimbursement Program