BENEFIT PACKAGE CODES

Ben Pkg	REPR Code	Description
AB	AP	AFSCME - Parole Board
AC	AAON	AFSCME - represented strike-able Security Plus employees at Corrections
AD	XBA	Federal Military Employees at Military Department
AG	AJ MNJN UJ	AFSCME – represented Oregon Association of Justice Attorneys (OAJA) at Justice Department
AI	AI	AFSCME – represented employees for Long Term Care Ombudsman
AM	AU	AFSCME - represented employees at Military Department
AN	AV	AFSCME – represented employees at OR. Emergency Management (OEM)
AP	AS	AFSCME - represented employees at DPSST
AQ	AQ	AFSCME – represented employees at Parole and Probation
AR	AR	AFSCME - represented employees at Real Estate Commission
AS	AO	AFSCME - represented employees at State Police support unit
AT	AST UT	Unrepresented trainers at DPSST
AW	AW	AFSCME – represented hearings officers at Employment Department
AX	AX	AFSCME – represented employees at State Lands
BB	B LC	Board or Commission Members

Ben Pkg	REPR Code	Description
BC	AT	AFSCME - represented employees at Building Codes
CA	AMG	AFSCME - represented employees at Stabilization and Crisis Unit (SACU)
CC	AAOS	AFSCME - represented security employees at Corrections
CD	AD	AFSCME - represented employees at DEQ
CE	E	AEE - represented engineers at Forestry, ODOT and Parks
CK	NME	ONA - represented nurses at DHS Addictions and Mental Health Division
	NMG	
	NMP	
CM	AL	AFSCME - represented employees at Oregon Liquor Control Commission
CN	AB	AFSCME - represented employees at Construction Contractors Board
CO	OA	SEIU - represented employees; inactive as of 9/1/2016
CQ	AMH	AFSCME - represented nurses at the Oregon State Hospital
CS	OB	SEIU - represented seasonal employees; inactive as of 9/1/2016
CU	UA	Unrepresented classified employees
	XBF	
	XBFA	
EA	LAMA	Legislative session employees
	LIMI	
EN	LAMN	Non-eligible Interim Legislative Session Employees
	LIMN	
	LSMN	

Ben Pkg	REPR Code	Description
FF	IK	IAFF – represented KFAFFA military firefighters at Kingsley Field
FP	IP	IAFF military firefighters at Portland Airbase
H1	OAH	SEIU Health Coalition represented employee
H2	OXNH	SEIU Health Coalition represented employee (non-strike)
I1	OAI	SEIU Institutions Coalition represented employee
I2	OXNI	SEIU Institutions Coalition represented employee (non-strike)
IB	XBJ	Leadership Workers at Industries for the Blind
IJ	IJ	CIA at Department of Justice
KA	KA	Lottery temporary employees
KF	IK	IAFF – represented KFAFFA military firefighters at Kingsley Field with 40-hour work week
MD	AMP	AFSCME – represented physicians at the DHS Mental Health institutions
NS	OXN	SEIU – represented employees (non-strike); inactive as of 9/1/2016
O1	OAO	SEIU ODOT Coalition represented employee
O2	OBO	SEIU ODOT Coalition seasonal represented employee
O3	OXNO	SEIU ODOT Coalition represented employee (non-strike)
O4	OXSO	SEIU ODOT Coalition seasonal represented employee (non-strike
OY	ACC	AFSCME – represented employees at Oregon Youth Authority
PX	XBC XBD XBE XBG	Non-state employees (patients, clients, etc.) at Industries for the Blind

Ben Pkg	REPR Code	Description
QA	XAQ	ACA Temporary Employee
	XAFQ	ACA Temporary Employee State Fair worker
QB	XBJQ	ACA Temporary Industries for the Blind LV
QC	XALQ	ACA Legislative branch temporary employee
QD	XBAQ	ACA State Active duty Military
QF	XBIQ	ACA Temporary Firefighter at Forestry
QJ	XAJQ	ACA Judicial temporary employee
QO	XAOQ	ACA SEIU Temporary Employee
S1	OAS	SEIU Special Coalition represented employee
S2	OBS	SEIU Special Coalition Seasonal represented employee
SM	MENP	State Police Management personnel (Sworn Officers only)
	MESP	
	MNNP	
	MNSP	
SN	OXS	SEIU – represented seasonal employees (non-strike); inactive as of 9/1/2016
SP	CP	AOCE – represented employees State Penn, Unigroup, Mill Creek Correctional Facility, & South Fork Forest Camp
	CS	
TF	AF	AFSCME – represented employees at State Fire Marshal's Office
TG	AG	AFSCME – represented employees at Land Conservation & Development

Ben Pkg	REPR Code	Description
UA	S	OSPOA – represented employees at State Police
	SC	
	SU	
UB	AE	AFSCME – represented dentists
UM	UM	Military Lease Agents
UR	RE	OEA/STEA – represented employees of the Blind & Deaf Schools at Department of Education
VV	XBH	*Not currently activated* - Volunteer Benefit Package – Americorp
WS	WSU	Secretary of State Unrepresented employees
XA	XA	Temporary employees
XC	XAL	Legislative branch temporary employees
XF	XBI	Emergency Fire Crews at Department of Forestry
XI	XBO	Student interns
XJ	XAJ	Judicial temporary employee
XL	LAMM	Legislative
	LE	
	LMM	
	LPMS	
	LSMS	
XO	XAO	SEIU Temporary Employees
XU	UR	Unrepresented limited duration, dignitary protection employees

Ben Pkg	REPR Code	Description
XX	MEAH	Executive and Management Service
	MENN	
	MESN	
	MMN	
	MMS	
	MNNN	
	MNSN	
	MNSP	
	MOD	
	MOE	
	WEN	
	WES	
	WON	
	WOS	
	WSN	
	WSS	
	WTA	
	WTN	
	WTS	
YD	WDM	Public Defender's Office
	WDU	
YJ	JE	Judicial - Judges (Agency 19700)
YM	JM JMS	Judicial – full-time management service

Ben Pkg	REPR Code	Description
YN	JUN	Judicial - part-time unrepresented, non-management
YP	JMP JMSP	Judicial - part-time management
YR	WDR	AFSCME – represented employees at Office of Public Defense Services
YS	JUA	Judicial - full-time unrepresented
YX	KEI	Lottery (management and unrepresented)
	KEL	
	KMI	
	KML	
	KMR	
	KMRI	
	KNI	
	KNL	

BENEFIT PACKAGE CODES SPECIFIC TO LAST TWO CHARACTERS OF DEDUCTION CODES

1C	Used for PEBB deduction codes ending in “1C” – represents 1% employee out of pocket
1N	Used for PEBB deduction codes ending in “1N” – represents 1% employee out of pocket
3C	Used for PEBB deduction codes ending in “3C” – represents 3% employee out of pocket
3N	Used for PEBB deduction codes ending in “3N” – represents 3% employee out of pocket

NN	Used for PEBB deduction codes ending in "NN" – represents 5% employee out of pocket
SC	Used for PEBB deduction codes ending in "SC" – represents "surcharge"

HOLIDAY CODES

A	Code used for employees who recognize holidays on the 'actual' day (including Saturday and Sunday). Recognizes day after Thanksgiving as a holiday.
C	Code used for employees who recognize holidays on the 'actual day. Does **NOT** recognize day after Thanksgiving as a holiday.
G	Code used for employees who recognize holidays on the 'observed' day but does not recognize statewide office closures (Furloughs). Not currently in use.
N	Code used for employees who do not receive paid holiday time off. (i.e. unrepresented temporary employees.)
O	Code used for employees who recognize holidays on the 'observed' day. Recognizes day after Thanksgiving as a holiday.
Z	Code used for employees who recognize holidays on the 'observed' day. Does **NOT** recognize day after Thanksgiving as a holiday.

Revision History

Date	Rev. No.	Modification
04/27/09	1.1	Compare to the PPDB table
09/02/09	1.2	Add KA package, WR#3566
04/11/11	1.3	Change CA description
06/30/11	1.4	Add AI package, WR#3759
10/08/12	1.5	Add SC for PEBB 2013, WR#3978
01/23/15	1.6	Add ACA Benefit package codes

07/14/15	1.7	Add 3C and 3N for PEBB 2015 Plans
11/23/15	1.8	Add Holiday Code definitions Add 1C and 1N for PEBB 2016 Plans
12/08/15	1.9	Add temporary employee benefit packages for Judicial Department (XJ, QJ) Repr information pending.
1/26/16	1.10	Added repr code for temporary benefit packages for Judicial Department (XJ, QJ) Add temporary employee benefit packages for Legislative branch (XC, QL)
4/7/16	1.11	Added benefit package YR for Office of Public Defenders (40400)
7/12/16	1.12	Added SEIU breakout by coalition benefit package codes (H1, H2, I1, I1, O1, O2, O3, O4, S1, S2)
9/19/16	1.13	Added language to old SEIU benefit package code description that CO, NS, CS and SN are invalid as of 9/1/16
11/17/16	1.14	Corrected benefit package for ACA Legislative temps from QL to QC