

BENEFIT PACKAGE CODES

| Ben Pkg | REPR Code | Description | |
|------------|--------------|--|--|
| AB | AP | FSCME - Parole Board | |
| AC | AAON | AFSCME - represented strike-able Security Plus employees at Corrections | |
| AD | XBA | Federal Military Employees at Military Department | |
| AG | AJ | AFSCME – represented Oregon Association of Justice Attorneys (OAJA) at Justice | |
| | MNJN | Department | |
| | UJ | | |
| 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 | OPSA - represented employees at DPSST | |
| AQ | AQ | FOPPO – 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 | Unrepresented trainers at DPSST | |
| | UT | | |
| 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) |
| СС | AAOS | AFSCME - represented security employees at Corrections |
| CD | AD | AFSCME - represented employees at DEQ |
| CE | E | AEE - represented engineers at Forestry, ODOT and Parks |
| СК | NME NMG | ONA - represented nurses at DHS Addictions and Mental Health Division |
| | NMP | |
| СМ | AL | AFSCME - represented employees at Oregon Liquor Control Commission |
| CN | AB | AFSCME - represented employees at Construction Contractors Board |
| СО | OA | SEIU - represented employees; inactive as of 9/1/2016 |
| CQ | АМН | AFSCME - represented nurses at the Oregon State Hospital |
| CS | ОВ | 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) | |
| 11 | OAI | SEIU Institutions Coalition represented employee | |
| 12 | 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 | КА | 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 | |
| 01 | OAO | SEIU ODOT Coalition represented employee | |
| 02 | OBO | SEIU ODOT Coalition seasonal represented employee | |
| 03 | OXNO | SEIU ODOT Coalition represented employee (non-strike) | |
| 04 | OXSO | SEIU ODOT Coalition seasonal represented employee (non-strike | |
| OY | ACC | AFSCME – represented employees at Oregon Youth Authority | |
| РХ | 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 | |
| QX | URQ | ACA UNREP LD | |
| RS | SS | OSPOA SG | |
| 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 | СР | AOCE – represented employees State Penn, Unigroup, Mill Creek Correctional Facility, & | |
| | CS | South Fork Forest Camp | |



| Ben Pkg | REPR Code | Description | | |
|------------|--------------|---|--|--|
| TF | AF | AFSCME – represented employees at State Fire Marshal's Office | | |
| TG | AG | AFSCME – represented employees at Land Conservation & Development | | |
| UA | S SC | OSPOA – represented employees at State Police | | |
| | 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 | ХВН | Not currently activated - Volunteer Benefit Package – Americorp | | |
| WS | WSU | Secretary of State Unrepresented employees | | |
| ХА | ХА | Temporary employees | | |
| XC | XAL | Legislative branch temporary employees | | |
| XE | EL | Legislative branch Legislators | | |
| XF | XBI | Emergency Fire Crews at Department of Forestry | | |
| XI | ХВО | Student interns | | |
| XJ | XAJ | Judicial temporary employee | | |



| Ben Pkg | REPR Code | Description |
|------------|--------------|--|
| XL | LAMM | Legislative |
| | LE | |
| | LMM | |
| | LPMS | |
| | LSMS | |
| ХО | 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) |
| ΥM | 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 | 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

| А | 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. |
| Ν | Code used for employees who do not receive paid holiday time off. (i.e. unrepresented temporary employees.) |
| 0 | 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 |
| 10/05/17 | 1.15 | Added XE benefit package to list for Legislators |