To assist agencies with attracting talent to positions in Oregon state government, below please find a list relating to our generous benefits. Please feel free to share these resources with candidates.

**Health Insurance Benefits**

Summary of Benefits (A side-by-side comparison for benefits, copays and deductibles.): <https://sharedsystems.dhsoha.state.or.us/DHSForms/Served/me5564_2023.pdf>

**Retirement**

PERS Information: <https://www.oregon.gov/pers/MEM/Pages/OPSRP-Overview.aspx>

After qualifying for the Public Employee Retirement System (PERS) eligibility after six months of service,

new employees are enrolled in the Oregon Public Service Retirement Plan (OPSRP). This is a quick Q&A.

**Deferred Compensation**

Oregon Savings Growth Plan: <https://voyamarketingzone.dmplocal.com/sites/3650/osgp_welcome.html>

The Oregon Savings Growth Plan (OSGP) is the State of Oregon’s deferred compensation plan.

**Public Service Loan Forgiveness**

PSLF: <https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service>

**Holidays**

*Represented employees*

SEIU Central Table – Article 58. <https://www.oregon.gov/das/HR/SiteAssets/Pages/LRU/SEIU.pdf>

This article outlines the 11 paid state holidays. Additionally, Section 3 outlines the “Special Day” of leave.

AFSCME

Please refer to the appropriate Article in your contract

<https://www.oregon.gov/das/HR/Pages/LRU.aspx>

*Unrepresented, Management, and Unclassified Employees*

State HR Policy 60-010-01

<https://www.oregon.gov/das/Policies/60-010-01.pdf>

This policy outlines the 11 paid state holidays.

**Paid Leave**

*Represented employees*

SEIU Central Table – Article 66, 55, and 56

<https://www.oregon.gov/das/HR/SiteAssets/Pages/LRU/SEIU.pdf>

* Vacation Accrual – Article 66. Employees begin earning 8 hours of vacation leave per month. The article also outlines when accrued vacation leave is available for use.
* Personal Leave Days – Article 55. In addition to vacation leave, after six months of service, employees are eligible to receive 24 hours of personal business leave.
* Sick Leave Accrual – Article 56. Employees earn 8 hours of sick leave per month. This article also outlines the uses of sick leave.

AFSCME

Please refer to the appropriate Articles in your contract

<https://www.oregon.gov/das/HR/Pages/LRU.aspx>

*Unrepresented, Management, and Unclassified Employees*

* Vacation Accrual: <https://www.oregon.gov/das/Policies/60-000-05.pdf>

Full time employees begin earning 10 hours of vacation leave per month. This policy also outlines when accrued vacation leave is available for use.

* Special Leaves with Pay: <https://www.oregon.gov/das/Policies/60-000-10.pdf>

In addition to vacation leave, after six months of service, employees are eligible to receive 24 hours of personal business leave (Section 5). Also note Section 3 and the “Day of Leave” that the Governor may grant.

* Sick Leave Accrual: <https://www.oregon.gov/das/Policies/60-000-01.pdf>

Full time employees begin earning 8 hours of sick leave per month. This policy also outlines the uses of sick leave.