

A career with Oregon state government offers many benefits

The following information describes typical benefits available for employees.

Actual benefits received may differ by position or branch of government or be prorated for other-than-full-time work.

Core Benefits

- Comprehensive medical (with vision) and dental plans and \$10,000 in employee basic life insurance
- Employer typically contributes 95 percent of premium for coverage of employees and dependents

Optional Insurance Benefits

Group-based premiums for

Term life (employee, spouse or domestic partner, and dependents)

- Long-term and short-term **disability**
- **Accidental death and dismemberment**
- **Long-term care** (self and eligible family members)

Flexible spending accounts

- Employee-funded flexible spending accounts for tax savings on eligible health care or dependent care expenses
- Employee-funded commuter and parking accounts

Retirement benefits

- Membership in the Public Employees **Retirement System (PERS)/Oregon Public Service Retirement Plan (OPSRP)**
 - » **6 percent employer-paid contribution** into a defined contribution program
 - » Employer contribution into a defined benefit program
- Option to enroll in the Oregon Savings Growth Plan, a deferred compensation program offering a wide variety of investment options



Paid Leaves & Other Benefits

- **Sick leave** earned at the rate of eight hours per month with no maximum accumulation
- **Vacation leave** earned at a minimum rate of eight hours per month with accrual rate increases at five-year increments
- 24 hours of **personal leave** earned each fiscal year
- **11 paid holidays** a year
- **Innovative employee assistance program** that offers work-life counseling, along with homeowner, legal, and family resources

