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