



Employee Benefits Overview

HUMAN RESOURCES

What benefits are offered at the Oregon Department of Corrections?

The following is a brief summary of benefits available to full-time employees. Eligible part-time employees receive benefits on a prorated basis. This is a guide only and does not contain all rules and policies governing benefits. Benefits are subject to change at any time.

Medical (with vision), dental, and basic life insurance	Employer typically contributes approximately 95 percent of premium costs for coverage of employees and dependents. Various medical and dental plans are available to choose from depending on employees' place of residence/work. \$5,000 in employee basic life insurance is included.
Optional Insurance Benefits (paid by employee)	
Term life (employee, spouse or domestic partner, and dependents)	Group-based premiums available. Up to \$600K for employees and spouse/domestic partner (depending on approval) \$5K dependent life.
Accidental death and dismemberment	Coverage from \$50K to \$500K. Dependents can be included and are insured for a percentage of the employee's coverage amount.
Short-term disability	Income protection for short-term disability of employee due to pregnancy or off-the-job illness/injuries. Benefit is 60 percent of weekly earnings for a maximum of 13 weeks, normally following a one-week waiting period.
Long-term disability	Income protection for long-term disability of employee. Several plans available with either 90-day waiting period or 180-day waiting period before benefits begin. Two benefit levels are available (60 percent of monthly salary or 66.66 percent of monthly salary).
Long-term care	Provides monthly benefits towards long-term care, assisted living, adult foster care, residential care, and home care. Guaranteed levels of coverage available if employee enrolls within first 60 days of hire. Higher levels are subject to carrier approval as are requests for coverage on spouse or other eligible family members. Premium rates based on plan chosen, amount of premium payments, length of coverage, and age at time of enrollment.
Flexible spending accounts	Employee-funded flexible spending accounts (FSAs) for tax savings on eligible health care and dependent care expenses. Also available for taxable parking and/or public transportation costs.

Paid Leave			
Vacation Leave (available for use after complete six month trial service)	Monthly Leave Accruals Years of Employment	Union	Management
		Vacation Hours / Month	Vacation Hours / Month
	After 6 months through 5 years	10	10
	5 years through 10 years	12	11.34
	10 years through 15 years	14	13.34
	15 years through 20 years	16	15.34
	20 years through 25 years	18	17.34
	After 25 years	20	19.34
	Personal Business Leave Accruals	Hours Per / Year	Hours Per / Year
		8-16 depending on contract	24
Sick Leave	Eight hours of sick leave accrued per month.		
Holidays	New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving, and Christmas.		
Additional Benefits			
Retirement Oregon Public Service Retirement Plan (OPSRP) (There is a six percent contribution the agency currently pays on the employee's behalf, deposited into an Individual Account Program (IAP) as well as the employer's retirement payment.)	Pension Program This portion of OPSRP provides a life pension funded by employer contributions. Benefits are calculated with the following formula for members who attain normal retirement age: Police and fire (P&F): 1.8 percent x final average salary x years of service. Normal retirement age for P&F members is age 60 or age 53 with 25 years of retirement credit. To be classified as a P&F member, the individual		

	<p>must have been employed continuously as a P&F member for at least five years preceding retirement.</p> <p>General Service: 1.5 percent x final average salary x years of service. Normal retirement age for general service members is age 65 or age 58 with 30 years of retirement credit.</p> <p><i>Final average salary</i> is the higher of the average of the highest three consecutive years (or less if the member was employed for less than three years) or 1/3 of total salary in the past 36 months. In determining final average salary, <i>excess overtime</i> is not included. Excess is defined as overtime paid above the <i>average</i> paid to employees of that class during the time period being averaged, as established by PERS rule.</p> <p><i>Years of service</i> are earned by working 2,000 hours or more per calendar year. Working 600 to 2,000 hours per year provides a prorated share of a year's retirement credit (i.e., hours worked divided by 2,000).</p>
Oregon Savings Growth Plan	<p>This is a 457(b) pre-tax plan as well as a post-tax Roth IRA plan. This allows employees to save toward retirement by contributing a portion of their salary. Contributions plus earnings grow on a tax-deferred basis until distributed. Employees may contribute as little as \$25 per month or may contribute up to 25 percent of their monthly salary. Maximum annual contribution is \$8,500 or 25 percent of gross income, whichever is less. Employees choose from a number of investment options. Funds generally cannot be withdrawn until the employee retires or separates from state service.</p>
Employee Assistance Program (EAP)	<p>Provides access to free, confidential, and professional counseling to help employees and their families deal with several issues; including counseling, financial planning, legal assistance, and work/life balance challenges.</p>
Education Assistance	<p>DOC encourages continuous learning and employee development by providing operational support and in certain cases some financial support for employees who choose to continue their education.</p>
Employee Training and Development	<p>DOC is committed to investing in its employees' futures and careers through in-house and external workshops, seminars, and meetings. In addition, temporary work assignments and mentorship's are provided to encourage employees to explore agency career options.</p>