



# Oregon

Tina Kotek, Governor

## Department of Administrative Services

Chief Human Resources Office  
155 Cottage Street NE  
Salem, OR 97301  
FAX: 503-378-6879

### 2024 SUMMARY OF EMPLOYEE BENEFITS

#### **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\\_2024.pdf](https://sharedsystems.dhsoha.state.or.us/DHSForms/Served/me5564_2024.pdf)

#### **Wellness Programs**

Healthier lifestyle at your finger tips! Explore resources:

<https://www.oregon.gov/oha/PEBB/Pages/Wellness-Programs.aspx>

Happier and healthier workplaces through modern Mental Health. Employee Assistance Program:

<https://canopywell.com/>

#### **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](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/CBA/SEIU%20Master%20Agreement%20Collective%20Bargaining%20Agreement%202023-2025.pdf>

Article 58 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.



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### **Paid Leave**

#### *Represented employees*

SEIU Central Table – Article 66, 55, and 56

<https://www.oregon.gov/das/HR/CBA/SEIU%20Master%20Agreement%20Collective%20Bargaining%20Agreement%202023-2025.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.