



## Careers with Oregon state government offer **MANY** benefits

<http://www.oregonjobs.org>

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 \$5, 000 in employee basic life insurance.
- Employer typically contributes 95% 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**

### Retirement Benefits

- Membership in the Public Employees **Retirement** System (PERS)/Oregon Public Service Retirement Plan (OPSRP)
  - **Six 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 8 hours per a month with no maximum accumulation
- **Vacation leave** earned at a minimum rate of 8 hours per month with accrual rate increases at 5-year increments
- 24 hours **personal leave** earned each fiscal year
- Nine paid **holidays** a year
- Innovative [Employee Assistance Program](#) that offers work-life counseling, along with homeowner, legal and family resources