

## WASCO COUNTY AFSCME Employee Benefits

### Probation/Compensation/Longevity

Six (6) month probation for all new employees unless otherwise stated. Semi-monthly pay periods: 1) the 25<sup>th</sup> of each month for work performed the 1<sup>st</sup> thru 15<sup>th</sup>; and 2) the 10<sup>th</sup> for work performed the 16<sup>th</sup> thru 31<sup>st</sup>. Part-time employees who work over 21.75 hours per week will receive pro-rated benefits except for Medical/Dental/Life which will be the full benefit. Longevity pay: additional \$25 /mo for 5 years of service, increasing by \$25 for each additional 5 years of service.

### Life Insurance and Long Term Disability

The County provides a \$5000 Life/AD&D Insurance Policy and Long Term Disability Insurance. Supplemental Life Insurance is also available.

### Medical/Dental/Vision Insurance

Full medical, dental & vision insurance is available for employees working more than 21.75 hours per month and is effective on the first day of the month following two (2) full months of employment. *Medical*: the County will pay 100% of established Medical premiums for employees and 75% for their spouse and/or family (includes vision). *Dental*: the County will pay 100% of established Dental premiums for employees only. Medical Insurance provider is Regence BlueCross/BlueShield of Oregon, Dental is ODS Plan II, and Vision is with VSP. A Flexible Spending Account (Section 125 cafeteria plan) and Supplemental Insurance are also available.

### Retirement Plan

After six (6) months of employment, or 600 hours, the County will contribute a specified percentage of the employee's gross wages (employer contribution) *and* an additional amount equal to 6% (employee contribution) of gross wages to the PERS retirement plan. Supplemental Deferred Compensation 457 Plans are also available.

### Sick Leave

After six (6) months, or an equivalent number of hours (7.5 hours per day = 975 hours, eight (8) hours per day = 1040 hours), employees are credited with 45 hours (7.5 hour day) or 48 hours (8 hour day) of sick leave. Employees are then credited with either 7.5 or 8 hours of sick leave per month. The employees must work the entire month in order to receive the monthly accrual.

### Vacation

After completing one (1) full year of employment employees are credited with ten (10) days paid vacation. Employees then accrue vacation time on a monthly basis. Amount of accrual each month is based on length of service with the County.

### Holidays

New Years Day	- January 1	Labor Day	- First Monday in September
Martin Luther King	- 3 <sup>rd</sup> Monday in January	Veterans Day	- November 11th
President's Day	- 3 <sup>rd</sup> Monday in February	Thanksgiving Day	- 4 <sup>th</sup> Thursday in November
Memorial Day	- Last Monday in May	Christmas Day	- December 25th
Independence Day	- July 4 <sup>th</sup>	Floating Holiday	- As scheduled w/ Mgmnt