

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 25th of each month for work performed the 1st thru 15th; and 2) the 10th for work performed the 16th thru 31st. 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 rd Monday in January	Veterans Day	- November 11th
President's Day	- 3 rd Monday in February	Thanksgiving Day	- 4 th Thursday in November
Memorial Day	- Last Monday in May	Christmas Day	- December 25th
Independence Day	- July 4 th	Floating Holiday	- As scheduled w/ Mgmnt