



Oregon

Governor Kate Brown

Department of Administrative Services

Office of the Chief Human Resources Officer

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MEMORANDUM

To: Agency HR Directors
Agency Recruiters

From: Madilyn Zike, Chief Human Resources Officer
Department of Administrative Services

Date: April 1, 2022

Subject: Resources: State of Oregon Benefits

In an effort to assist agencies with attracting talent to positions in Oregon state government, I would like to provide a list relating to our generous benefits. This information has assisted us in discussions with applicants which resulted in successfully filling positions with highly qualified applicants within the CHRO. Please feel free to share these resources with candidates.

Health Insurance Benefits

PEBB Calculator: <http://www.mypebb.com/>

This website provides information on the Public Employees' Benefit Board (PEBB) benefits for state employees. Click the link "Plan Year 2022 Payroll Deduction Estimator" to see the cost to employees for benefits for the different plans offered, as well as the total paid by the employer. Click the link "Plan Year 2022 Plan Benefit Comparison Tool" to see the plan summary and deductible details for the plans available.

[2020 Salary and Benefit Report](#) (starting on page 10)

This illustrates how much state employees pay for benefits vs. what is found in the market.

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

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/SiteAssets/Pages/LRU/SEIU.pdf>

This article 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.

Paid Leave

Represented employees

SEIU Central Table – Articles 66, 55, and 56

<https://www.oregon.gov/das/HR/SiteAssets/Pages/LRU/SEIU.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 55
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.