

WASCO COUNTY
Non-Represented 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 that work over 21.75 hours per week will receive pro-rated benefits except for Medical/Dental/Life which is the full benefit. Longevity pay: \$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 Insurance/AD&D Policy and Long Term Disability Insurance. Supplemental Life Insurance is also available.

Medical & Dental 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.

P.E.R.S. (Retirement)

After six (6) months employment, or 600 hours, the County will contribute a specified percentage of your gross wages (employer contribution) into your PERS account. In addition, the employee will be required to contribute 6% of gross wages (employee contribution). Deferred Compensation 457 Retirement plans are 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 will be awarded (not accrued) two (2) weeks vacation (75 hrs for 7.5 hr days; 80 hrs for 8 hr days) to be used by the following March 31st, after which vacation will be awarded January 1st to be used by March 31st of the following year (15 months total). After 5 years of service three (3) weeks vacation hours will be awarded; and four (4) weeks with 10 years of service.

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

*Benefits may vary due to collective bargaining agreements.