

**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 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 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% of the total premium when covering 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 31<sup>st</sup>, after which vacation will be awarded January 1<sup>st</sup> to be used by March 31<sup>st</sup> 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 <sup>rd</sup> Monday in January  | Veterans Day     | - November 11 <sup>th</sup>            |
| 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 25 <sup>th</sup>            |
| Independence Day   | - July 4 <sup>th</sup>               | Floating Holiday | - As scheduled w/ Mgmt                 |

\*Benefits may vary due to collective bargaining agreements.