



**WEST MULTNOMAH**  
Soil & Water Conservation District

## Employee Benefits Summary

<b>Benefit</b>	<b>Description</b>	<b>Employer Contribution</b>
*Medical & Vision	Choice of Regence Blue PPO III or Regence Blue PPO VI	100% Employee only 75% Dependents \$300/month for employees who decline WMSWCD insurance (covered by other insurance)
*Dental	Choice of Delta Dental (Moda) or Willamette Dental Group	100% Employee only 75% Dependents
*Short-Term & *Long-Term Disability	Standard Insurance Company	100% Employee only
*HRA VEBA	Funds can be used to pay for medical expenses such as co-pays and prescriptions.	\$140 per month contribution; extra contribution if higher deductible medical plan chosen (Blue PPO VI); Employee Contribution \$25/month.
*Life Insurance	Standard Insurance Company; WMSWCD provides \$50,000 of life insurance to regular status employees who work at least 22 hours per week at no cost to employees.	100% Employee only
*Retirement	Public Employees Retirement System (PERS)	WMSWCD contributions to employee PERS defined benefit accounts are actuarially determined and are intended to accumulate sufficient assets to pay benefits when due. For the defined contribution part of PERS plan (OPSRP IAP) contributions of 6% are funded entirely by employees, not the employer.
*Retirement (optional)	Oregon Savings Growth Plan (OSGP)	Employees, at their option, may defer a portion of their salary (up to IRS code 457 maximums) until future



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		years; traditional and Roth options are available.
Employee Wellness Program	15 minutes per day can be used for exercise	100%
Transportation	Business related Mileage reimbursement as applicable; TriMet pass reimbursement.	Business related Mileage reimbursement at standard rates, updated annually; TriMet pass reimbursement in full with proof of purchase.
Holidays & *Personal time	10 paid federal holidays per year and 8 hours of personal time given twice per year (16 total per year).	100%; pro-rated for part time employees
*Vacation Leave	<ul style="list-style-type: none"> <li>• From date of hire through completion of 2 years of service: 80 hours per year</li> <li>• From start of year 3 of service through completion of 6 years of service: 120 hours per year</li> <li>• From start of year 7 of service through completion of 10 years of service: 160 hours per year</li> <li>• From start of year 11 of service and thereafter: 200 hours per year</li> </ul>	100%; pro-rated for part time regular status employees
Sick Leave	8 hours per month for regular status employees; pro-rated for part-time 1 hour per every 30 hours worked for temporary employees	100%
Professional Development	Annual professional training and travel allowances for employees	100% (Employer portion payment may vary depending on cost)
Employee Assistance Program (EAP)	<p>Canopy EAP* (available for employees and eligible family members on WMSWCD medical plan);</p> <p>Standard EAP (available for employees who are NOT on a WMSWCD medical plan);</p> <p>Both programs offer help with a wide variety of topics such as personal and legal consultation, mediation, financial coaching,</p>	100% of employee and eligible family members



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	identity theft, home ownership program, and wellbeing tools.	
Alternative Work Schedules, Flexible Schedules, and *Compensatory time	Upon supervisor approval, employees may have an alternative schedule or flex their schedule for personal needs. They may also be eligible for compensatory time with supervisor approval if they meet certain criteria.	100%

\*Temporary/limited term employees are not eligible for these benefits.

- All benefits are subject to change based on Budget approval by the Board of Directors.
- Regular status employees who work more than 22 hours per week are eligible for the following benefits:
  - Medical/Vision, dental, Short-term and Long-Term disability, Life insurance, HRA VEBA Employer contributions. Benefits begin on the first on the month following 30 days after the hire date.
  - HRA VEBA employee contributions, employee wellness program, transportation, holidays & personal time, Employee Assistance Program, alternative work schedules, flexible schedules, professional development benefits begin immediately. Vacation and sick leave accruals begin immediately with employment, but employee is not eligible to use vacation leave until completion of 60 days of employment unless otherwise approved by the employee's supervisor.
  - PERS retirement benefits begin six months after date of hire.