

# Employee Benefits

Clatsop County is committed to providing a productive work environment for all employees, which is fair, humane, positive, and respectful of each other's dignity, and is free from all forms of discrimination or harassment. Our goal is to provide an environment, which supports employees so that they may realize their full potential. Clatsop County values all diverse backgrounds, experiences, special abilities and characteristics that employees bring to the organization and is proud to be an Equal Opportunity Employer. We do not discriminate on the basis of race, color, national origin, religion, disability, age, gender, marital status or sexual orientation.

We offer comprehensive benefits to eligible regular full time and part time\* employees. Our benefits package includes:

## Medical & Vision

Medical and vision coverage is provided through two plans by Regence Blue Cross Blue Shield: A high deductible health plan (HDHP) with a health savings account (HSA) or a buy-up preferred provider organization (PPO) copay plan with an optional healthcare flexible spending account (FSA). Both plans include preventive and routine care, mental health coverage, alternative care allowances, employee assistance program (EAP), and opportunities for wellness benefits. Vision coverage is included and is provided through VSP.

## Health or Flexible Savings Account (HSA or FSA)

The county contributes annually to an HSA for those employees who choose an HDHP medical plan. The optional FSA is available with the PPO medical plan. Both accounts offer the advantage of additional pre-tax contributions through a payroll deduction, and both can be used for copays, prescriptions, and any out-of-pocket medical, dental, or vision expenses.

## Dental

Dental coverage is provided through Moda/Delta Dental with an annual benefit of \$2,000. Actual coverage is based on an incentive plan: When you see a dentist at least once a year, coverage increases annually by 10% (from 70% to 100% over four years). The plan also provides an orthodontia benefit up to a lifetime maximum of \$1,000 per member.

## **Holidays**

Clatsop County observes 11 ½ holidays per year and, based on the date of hire, most employees receive two personal holidays per fiscal year.

## **Life Insurance & Long Term Disability (LTD)**

Clatsop County provides basic life, accidental death & dismemberment (AD&D), and long term disability coverage at no cost to regular employees. Life Insurance coverage with AD&D benefits starts at \$20,000 to \$40,000 (depending on employment classification). Employees also have the option to purchase additional coverage through payroll deduction. Clatsop County currently provides LTD coverage (salary continuation in the event of a disability due to illness or injury) at no cost to employees.

## **Vacation**

Regular full-time and part-time employees accrue vacation benefits\*\* each calendar month based on their years of service.

## **Sick Leave**

Sick leave accrues at 8hrs/month\*\*. Once an excess has been reached, one to two days may be converted to personal holidays per calendar year.

## **Other Leave**

Clatsop County also provides additional time off as required by law. An example of the leave types include but are not limited to; bereavement, military, jury, witness, and family medical leave (FMLA and OFLA).

## **Oregon Public Employees Retirement System (PERS)**

Employees become PERS members after working six complete calendar months and have at least 600 hours in a 12-month period. An employee is vested after being PERS eligible and having worked five qualifying calendar years. Employees who have qualified to contribute to PERS with a prior organization have no waiting period before contributions are resumed with Clatsop County. Effective January 1, 2004, all member contributions will go into the individual account program (IAP). The county makes the 6% contribution to the IAP on the employee's behalf.

# Additional Benefits

- Direct Deposit
- Employee Service Awards
- United Way Campaign
- Deferred Compensation Plans
- AFLAC supplemental insurance
- Quarterly fitness reimbursement as part of the county's employee wellness incentive program
- Dependent care flexible spending account (FSA)

To request additional information, please email [hr \[at\] clatopcounty.gov](mailto:hr@clatopcounty.gov).

\*For regular part-time employees working a minimum of 20 hours per week, the county contribution is pro-rated.

\*\*Regular part-time employees accrue leave on a pro-rated basis.