



# Oregon

Tina Kotek, Governor

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## MEMORANDUM

**Date:** May 2, 2023

**Subject:** Summary of Employee Benefits - State of Oregon

### **Health Insurance Benefits**

Summary of Benefits (A side-by-side comparison for benefits, copays and deductibles.):

[https://sharedsystems.dhsoha.state.or.us/DHSForms/Served/me5564\\_2023.pdf](https://sharedsystems.dhsoha.state.or.us/DHSForms/Served/me5564_2023.pdf)

### **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).

### **Deferred Compensation**

Oregon Savings Growth Plan: [https://voyamarketingzone.dmplocal.com/sites/3650/osgp\\_welcome.html](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 – Article 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 56. 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.