

The Oregon Judicial Department (OJD) offers a cafeteria-style benefit plan administered by the Public Employees Benefit Board (PEBB). The OJD insurance contribution is 99% or 95% of the premium (depending on the medical plan chosen) for employee and family medical, dental, and vision coverage. Insurance contributions are pro-rated for employees who work at least half-time, but less than full-time.

Optional employee-paid benefits include life insurance, long- and short-term disability, long-term care, flexible spending accounts, and commuter benefits. In addition, OJD offers free access to an employee assistance program that offers work-life counseling, along with homeowner, legal, and family resources.

Retirement benefits include participation in the Oregon Public Service Retirement Plan (OPSRP) and the Individual Account Program (IAP) after six months of employment in a qualifying position. Prior Public Employee Retirement System (PERS) employment may qualify a new hire for immediate enrollment in their existing PERS retirement plan. Employees can also participate in the Oregon Savings Growth Plan (deferred compensation) to save for retirement on a pre-tax or post-tax basis.

The salary range, identified in the job announcement, is for a new hire who is not yet a member of the Public Employee Retirement System (PERS). After becoming a member of PERS (usually after six months of employment), the required 6% employee retirement contribution will be deducted from your pay, and your salary will be increased by 6.95% to help offset that and other cost increases (such as Medicare, Social Security, state taxes, and federal taxes). For new hires who are already active PERS members, the 6.95% salary increase, and the 6% salary deduction will be effective immediately upon hire.

Other benefits include paid holidays, paid vacation, sick leave, personal business leave, and bereavement leave.

Public Employees' Benefit Board:

<https://www.oregon.gov/oha/pebb/pages/index.aspx>

Public Employees Retirement System:

<https://www.oregon.gov/pers/Pages/index.aspx>

Oregon Savings Growth Plan:

<https://www.oregon.gov/pers/OSGP/Pages/index.aspx>

Cascade Centers Employee Assistance Program:

<https://www.oregon.gov/OHA/PEBB/Pages/EAPindex.aspx>