



# Employee Benefits Summary

## Employer Paid Benefits

OJD will pay 99% or 95% of insurance premiums (depending on medical plan enrollment) for full-time employees (and their dependents) who enroll in medical, dental, vision, and basic life insurance. Employees will pay a 1% or 5% premium cost share. The insurance contribution is prorated for part-time employees who are hired to work at least 50% but less than 100% of full-time and may result in some additional out-of-pocket cost.

## Employee Paid Optional Benefits Offered at State Group Rates

- \$10,000 Basic Life insurance (mandatory automatic enrollment; not applicable to management employees; management employees receive a life insurance policy equal to one year's salary at no cost, except for tax on the premiums for insurance over \$50,000)
- You can apply for up to \$600,000 employee life and up to \$400,000 spouse/domestic partner life. Amounts over \$100,000 for employee and \$20,000 for spouse/domestic partner (guarantee issue amounts for new employees).  
must be approved by Standard Insurance Company
- Long-term and short-term disability plans
- Accidental death and dismemberment plans
- Dependent life insurance - \$5,000 policy for each dependent
- Health Care, Dependent Care, and Commuter Flexible Spending Accounts



- Vacation Leave
- Personal Business Leave
- Sick Leave
- Ten paid holidays per year
- Two floating holidays per year (Special Leave)
- Jury/Witness Leave
- Military Leave
- Bereavement Leave
- Preretirement Leave
- Interview Leave (Internal OJD Interviews)
- Service Award Leave



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## Retirement Benefits

Employees will participate in the **Oregon Public Service Retirement Plan (OPSRP)** and the **Individual Account Program (IAP)** after 6 calendar months of employment in a qualifying position. Prior Oregon Public Employee Retirement System (PERS) covered employment may qualify a new employee for a Tier One or Tier Two PERS retirement plan, depending on date of hire.

The employee IAP contribution is 6% of gross salary (5.25% goes to the IAP and .75% goes to the Employee Pension Stability Account). The contribution will be offset by a 6.95% increase in salary when the deduction begins for that and other cost increases (such as Medicare, Social Security, state taxes, and federal taxes). The employer contributes to the pension side of the retirement plan at a rate determined by PERS each biennium. The IAP is vested immediately after the first contribution, the pension program is vested after 5 years with at least 600 hours in each year.

## Oregon Savings Growth Plan

Employees may choose to participate in the Oregon Savings Growth Plan (OSGP), a deferred compensation program, offering a wide variety of pre- and post-tax investment options. Employees may defer up to 100% of their net pay up to a maximum of \$24,500 (more if over age 50).

## Employee Assistance Program

Oregon Judicial Department employees and household members have access to the Employee Assistance Program (EAP) at no cost. Employee assistance programs are voluntary, employer-sponsored programs that help employees navigate a wide variety of stressful life circumstances through services like therapy, legal consultation, elder care resources, homeownership assistance, and more.

## Questions?

**For questions or assistance, please contact our Payroll and Benefits Specialists!**

General Line: 503.986.5930 (Option 1)

Payroll Email: [ojd.payroll@ojd.state.or.us](mailto:ojd.payroll@ojd.state.or.us)

OJD Employees: [Benefits SharePoint](#)

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