Summary of Employee Benefits

Oak Lodge Water District offers a generous benefits package to all regular status employees working at least 30 hours per week.

Medical Insurance
You may choose between a traditional (Regence Blue Cross PPO) or a health maintenance organization (Kaiser HMO). Coverage includes you and your dependents. Each plan includes a vision and prescription drug benefit. Employees are responsible for a 5% contribution to the plan and the District is responsible for the remaining 95% of the premium cost. The District also offers a medical/dental/vision opt-out payment of $500 per month for employees who voluntarily choose to opt-out of coverage provided they produce an acceptable certification of valid coverage.

Dental Insurance
You and your dependent family members are eligible for a dental insurance plan. Staff members have the choice to be covered by either SDIS/Delta Dental, Willamette Dental or Kaiser's dental plan.

Retirement
The District participates in the Public Employees Retirement System (PERS). Staff members new to PERS will be eligible following 6 months continuous service. There are two types of contributions:

- Member contributions are 6% and immediately vested.
- Employer contributions are vested after contributions have been made in five separate calendar years.

You also have a choice of two 457 deferred compensation plans to which you may contribute additional pre-tax dollars up to federal limits.

Life Insurance
The District fully pays for your basic life insurance in the amount of your annual salary to a maximum of $100,000 and accidental death and dismemberment (AD&D) to a maximum of $100,000.

Short Term Disability Insurance
The District provides you with a short-term disability (STD) plan which provides up to 60% of your salary up to a maximum benefit of $900 per week for up to 180 days.

Long Term Disability Insurance
The District provides you with a long-term disability (LTD) plan which provides up to 60% of your salary, up to a maximum benefit of $5,000 per month for qualifying disabilities following a 180-day waiting period.

Flexible Spending Account
The District offers a Flexible Spending Account (FSA). FSA's allow eligible employees to pay for non-covered health related expenses and child care expenses with tax-free income.
Paid Time Off
The District recognizes the value of rest and relaxation away from work for all its’ staff members and offers the following paid time away from work:

Holidays
The City recognizes the following 11 paid holidays during the calendar year:
  • New Year's Day
  • Martin Luther King's Birthday
  • President's Day
  • Memorial Day
  • Independence Day
  • Labor Day
  • Veteran's Day
  • Thanksgiving Day
  • The Friday after Thanksgiving
  • Christmas Eve
  • Christmas Day

Vacation
Full time employees accrue vacation at the rate shown below:
  • 1-3 years - 8 hours per month
  • 4-6 years- 10 hours per month
  • 7-9 years- 12 hours per month
  • 10-14 years- 13 hours per month
  • 15-19 years- 15 hours per month
  • 20 years of more- 17 hours per month

  Vacation leave may be taken after you have completed six months of employment and may be accrued to a maximum of 400 hours.

Sick Leave
Sick leave accrues monthly at a rate of eight (8) hours per each month worked.

The District also grants leave with full pay for employees required to report for jury duty.

***Actual plan documents, policies and bargained Union Contract control.