



Non-Represented and Sheriff-Non-Represented* Employee Benefits

*Sheriff Non-Represented positions include: Sheriff, Chief Deputy, Sergeants, Emergency Services Manager, 911 Manager, and Technical Specialist.

Probation & Compensation

Six (6) month probation for all new employees unless otherwise stated.

'Semi-monthly' - 24 pay periods per year: 1) the 25th of each month for work performed the 1st thru 15th; and 2) the 10th for work performed the 16th thru the end of the month.

First pay check will be a hard copy check – pick up at Payroll or mailed.

Life Insurance & Long Term Disability

The County provides a \$5,000 Life Insurance/AD&D Policy (LifeMap) and Long Term Disability Insurance (Mutual of Omaha). Voluntary Supplemental Life Insurance is also available through payroll deduction.

Medical & Dental Insurance

Part-time employees that work over 21.75 hours per week will receive pro-rated benefits except for Medical/Dental/Life which is the full benefit.

Full medical, dental, and vision insurance is available for employees working more than 21.75 hours per month and is effective on the first day of the month following two (2) full months of employment.

Medical: the County will pay 100% of established Medical premiums for employees and 75% for their spouse and/or family (includes vision). Medical insurance provider is Regence Blue Cross/Blue Shield of Oregon and vision insurance is with VSP.

Dental/Orthodontia: the County will pay 100% of established dental premiums for employees only. Dental insurance is provided by Delta Dental.

A Flexible Spending Account (FSA - Section 125 cafeteria plan) and Supplemental Insurance are also available.

P.E.R.S. (Retirement)

After six (6) months employment, or 600 hours, the County will contribute a specified percentage of your gross wages (employer contribution) into your PERS account. In addition, all employees will be required to contribute 6% of gross wages (employee contribution).

Voluntary Deferred Compensation/457 Retirement plans are available through Nationwide.

Gym Membership

Ask for the 'corporate rate at The Dalles Athletic Club – 10% discount!

Sick Leave

Employees are eligible to use Sick Leave after 90 days of employment. After three (3) months, employees are credited with 22.5 hours (7.5 hour day) or 24 hours (8 hour day) of sick leave. Employees are then credited with either 7.5 or 8 hours of sick leave per month. The employees must work the entire month in order to receive the monthly accrual.

Vacation

Monthly award provided to employees. See Vacation Policy in the Employee Handbook for further details.

Holidays

New Year's Day	- January 1 st (observed 1/2/2023)
Martin Luther King	- 3 rd Monday in January
President's Day	- 3 rd Monday in February
Memorial Day	- Last Monday in May
Juneteenth	- June 19 th
Independence Day	- July 4 th

Labor Day	- 1 st Monday in September
Veteran's Day	- November 11 th (observed 11/10/2023)
Thanksgiving Day	- 4 th Thursday in November
Christmas Day	- December 25 th
Floating Holiday	- after 1 year of employment

