



## Employee Benefits Summary Sheet

Benefit	Description	Employer Contribution
Medical & Vision	<b>Providence</b> Total Enhanced 250 Platinum Plan	100% Employee Only 90% Dependents
Dental	<b>Delta Dental</b> Premier, 1500,100/80/50,50	100% Employee Only 90% Dependents
	<b>Willamette Dental</b>	
Short-Term Disability	<b>Lincoln Financial</b> - Short-term disability pays up to 60% of weekly wages with a \$200 weekly cap. EMSWCD pays an additional \$100 per week through self-insurance.	100% Employee Only
Long-term Disability *	<b>Lincoln Financial</b>	100% Employee Only
Health Care & or Dependent Care Flexible Spending Account (FSA)	Participants set aside funds on a pre-tax basis each year (up to \$2,750 for health care and \$5,000 for dependent care) into their FlexSystem account(s), and subsequently access those funds through a visa card for qualifying healthcare and/or dependent care expenses incurred within the Plan Year.	Registration/Setup Fees & Monthly Membership Fees
Life Insurance *	<b>Colonial Life</b> - Employees may purchase supplemental life insurance through the EMSWCD's provider. If an employee elects to purchase supplemental insurance through the EMSWCD's provider, the EMSWCD will contribute 50 percent of the cost of that insurance, up to \$50 per month. The remainder will be at the employee's own expense.	EMSWCD provides \$50,000 of life insurance to regular status employees who normally work at least 20 hours per week at no cost to employees.
Retirement Investment Plan *	<b>Oregon Savings Growth Plan</b>	EMSWCD will match the employee's contribution up to 6 % of salary/wages.
Employee Wellness Program	EMSWCD provides employees with quality health care options that include access to numerous resources and programs: <ul style="list-style-type: none"> <li>• Libraries of health-related articles, videos, and podcasts;</li> <li>• Health symptom checker, calculators, quizzes, and risk assessment tools;</li> <li>• Healthy living guidance on a range of topics, including, fitness, mental health, nutrition, smoking cessation, stress management, and weight management;</li> <li>• Specific health-related guidance for children, men, women, and older adults;</li> <li>• Access to the Active &amp; Fit Direct Program, LifeBalance Program, and ChooseHealthy Program providing discounts on recreational and cultural activities, gym memberships, acupuncture, massage therapy, and wellness products;</li> <li>• Access to the "Fit Together" program that provides classes, events, nutritional guidance, care management, and health coaching.</li> </ul>	These benefits are included in the medical benefits package.

*\* Temporary/limited term employees are not eligible for these benefits.*

*To be eligible for any benefits at EMSWCD, employees must work an average of at least 20 hours/week.*



<b>Commuting &amp; Transportation</b>	As a means to reduce EMSWCD’s collective carbon footprint and reduce local traffic, EMSWCD encourages employees and Board members to use public transportation, car-pooling, and non-carbon power generated transportation (i.e., walking, cycling, electric vehicles) to and from work and in their personal lives as well. Portland and the immediate region have an extensive public transportation system (TriMet[1]) that is available to all employees and Board members.	
<b>Floating Holidays</b>	There are typically 10 federal holidays each year. EMSWCD treats these days as “floating holiday” leave time. Full-time employees will accrue 8 hours of floating holiday leave per federal holiday, thus, 80 hours per fiscal year (regardless of the actual number of federal holidays in any given year). Part-time employees’ floating holiday accrual will be pro-rated as per the number of hours they normally work each week.	100%
<b>Vacation Leave</b>	Employees who work at least 20 hours per week, earn vacation leave. Vacation leave accrual starts on the first day of employment and accrual rates range from 2 work weeks to 5 work weeks depending on the length of employment.	100%
<b>Wellness Leave</b>	Full time employees earn 8 hours of wellness leave per month. Part time employees earn pro-rated wellness leave based on the number of hours they normally work per week.	100%
<b>Medical/Parental leave, Supplementary Medical/Parental Leave, &amp; paid Domestic Leave *</b>	After one-year of employment with EMSWCD, regular status, fulltime employees may be provided up to three weeks of paid leave off (per any consecutive 12-month period) following the birth or adoption of a child or during the serious illness of the employee, the employee’s spouse, partner, or family member, hereafter referred to as paid domestic leave.	100%
<b>Sabbatical Leave *</b>	Regular status, fulltime employees with at least five years of fulltime employment at EMSWCD who have received at least an overall annual performance rating of “good” or better for at least three consecutive years are eligible to apply for up to a 12-month period of unpaid sabbatical leave.	
<b>Lunch Breaks</b>	Paid 30-minute lunch break for each 8-hour shift for all employees.	100%
<b>Professional Development</b>	Annual professional training and travel allowances for each regular status employee who works an average of 20 hours per week.	100%
<b>Employee Assistance Program (EAP):</b>	EMSWCD provides EAP services through Wellspring EAP. Employees and their benefit-eligible family members have access to confidential assessments, short-term counseling, referrals, and follow-up services on a wide variety of topics and issues. These assessments and counseling sessions are six (6) per individual per unrelated issue.	100% of employee and benefit-eligible family members

**For more information, contact:**

East Multnomah Soil and Water Conservation District

Tel: 503-222-7645, Email: [information@emswcd.org](mailto:information@emswcd.org)

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