



CWCOG Employee Benefits

CWCOG provides a generous and comprehensive benefits package to employees. Family members, including qualified domestic partners, are covered under most CWCOG benefits. An overview of our benefits is provided below; however, benefits vary depending on bargaining unit affiliation and employment status. More detailed information can be obtained by contacting CWCOG's Human Resources Department at (541) 967-8720.

Health Insurance (Medical, Dental, and Vision)

All regular status and Limited Term employees who work a minimum of 30 hours per week are eligible for health insurance. Coverage is included for the employee and immediate family, i.e. spouse or domestic partner and eligible dependent children. CWCOG pays most of the cost of health care premiums, with employees paying a small share.

Paid Leave (Vacation, Holidays, Sick, Compassionate Leave, Personal Days)

In addition to 10 ½ paid holidays per calendar year, Full-time regular status and Limited Term employees earn 8 hours per month of sick leave, and receive up to 2 personal days off each fiscal year. (Part time employees accrue a pro-rated amount.)

Full time employees accrue vacation leave each month according to the following schedule:

0 - 36 months	8 hours/month
37 - 72 months	10 hours/month
73 - 144 months	14 hours/month
145 months & above	16 hours/month

Part time employees accrue vacation leave on a pro-rated basis.

Compassionate Leave

Regular status and Limited Term employees are granted up to three days of paid leave in the event of terminal illness or death of an individual within an employee's immediate family. If travel of 150 miles or more is needed for this purpose, an additional two days paid leave is given.

Life Insurance

Eligible employees also receive life insurance through Regence Life & Health Insurance Company at no additional cost. Coverage is equivalent to one and one-half (1 ½) of an employee's annual salary to a maximum of \$50,000. Accidental Death is equivalent to one and one-half (1 ½) of an employee's annual salary to a maximum of \$50,000. Dependent life insurance for a spouse is \$1,000, for a child under six months is \$100, and for a child over six months but under 19 years of age, or 23 if a full time student is \$1,000.

Long-term Disability Insurance

Long-term disability is provided equivalent to 60% of an employee's basic salary to a maximum benefit of \$6,000 monthly. Benefits commence after 180 days of continuous total disability.

Flexible Work Schedules

Depending on assignment and the needs of our clients, CWCOG may be able to offer a flexible work schedule to meet an employee's needs.

Retirement

Employees are included in the Oregon Public Employees Retirement System (PERS). CWCOG pays both the employer's share and the employee's (6% of wages) share of the retirement contribution. Employees are vested in PERS after five (5) years of contributions or when they reach age 50. Additional information on PERS can be found by visiting their website at <http://oregon.gov/PERS>

Flexible Spending Accounts

Employees may elect to participate in the Dependent Care Plan, Medical Expense Reimbursement Plan, and/or the Premium Only Plan under Section 125 of the Internal Revenue Code. Employee contributions are made with pre-tax payroll deductions.

Employee Assistance Program

COG also provides an Employee Assistance Program (EAP) through PeaceHealth to help employees and their immediate family members obtain confidential counseling to resolve problems that may be affecting their job performance or quality of life. There is no additional cost to the employees and their family for the services provided by the EAP.

This is only a general description of the benefits offered through employment with Cascades West Council of Governments. Every effort has been made to ensure its accuracy. All applicable laws, rules, collective bargaining agreements or official plan documents prevail over this document.