

Careers with Lane County Offer Extraordinary Benefits

At Lane County, we value our employees and we show it with our extraordinary benefits. We know that you chose public service for more than a paycheck, and our outstanding benefits are designed to help you Live Well, Live Lane - throughout your career. Read on to learn what great benefits await you in a career with Lane County.

Benefits to keep you & your family well - *physically*

Health insurance coverage becomes effective the first of the month following your first 30 days as an eligible employee.

Medical/Rx/Vision - Lane County offers medical, prescription and vision exam coverage for employees and their eligible dependents.

Medical/Rx/Vision for AdminPro, FOPPO, Local 626, Non-Represented, and Prosecuting Attorneys positions - Lane County offers medical, prescription and vision exam coverage for employees and their eligible dependents. The plan options and costs per month are outlined below:

Labor Agreement	Hire Date	Co-Pay Plan Premium	High Deductible Health Plan Premium	PrimePlus Plan Premium
Admin Pro and Local 626*	On or after 1/1/2016	N/A	\$20/month	Employee - \$30/month Employee + Dependent(s) - \$50/month Effective 1-1-17
Admin Pro and Local 626* Effective 1-1-17	On or before 12/31/2015	Employee - \$50/month Employee + Dependent(s) - \$70/month (\$35 office visit)	\$20/month	Employee - \$30/month Employee + Dependent(s) - \$50/month
FOPPO and Prosecuting Attorneys* Effective 1-1-17	Any date of hire	Employee - \$50/month Employee + Dependent(s) - \$70/month (\$35 office visit)	\$20/month	Employee - \$30/month Employee + Dependent(s) - \$50/month
Non-represented* Effective 1-1-16	On or after 1/1/2016	N/A	\$20/month	Employee - \$30/month Employee + Child(ren) - \$60/month Employee + Spouse - \$90/month Family - \$120/month
Non-represented, AFSCME, LCPOA	On or before 12/31/2015	\$0	\$0	N/A

If you enroll in the HDHP the County will contribute to your HSA: \$1,500 (individual) or \$3,000 (family).

*Eligible employees who complete a Health History Risk Assessment (HHRA), Biometric Screening, and Comprehensive Health Review at the Live Well Center receive a \$20 per month credit.

Wellness clinic - The Live Well Center is for Lane County benefits-eligible employees, spouses and dependents (ages 2 and up) who are enrolled in the Lane County health plan. Marathon Health manages the Live Well Center and their clinical team provides confidential, affordable care for your acute and preventive healthcare needs. The Live Well Center also provides health coaching, chronic disease counseling, comprehensive primary care services, and much more.

Dental - Lane County provides dental coverage for employees and their eligible dependents.

Employee Assistance Program (EAP) – Lane County provides this counseling and concierge service to employees and members of their immediate households.

Fitness Center Membership – Lane County provides employees with a free membership to a local fitness center. Employees may add their families at a discounted rate.

County-paid benefits to keep you & your family well- *financially*

Retirement- Lane County pays for, and enrolls employees in the Oregon Public Service Retirement Plan (OPSRP) and the Individual Account Program (IAP) following six full months of employment.

Disability - Lane County pays a portion of wages for eligible employees through Short-Term Disability, and provides Long-Term Disability coverage. Lane County complies with all State and Federal disability laws for employee, family, parental and pregnancy leaves regulations.

Time Management – Lane County provides employees with a generous bank of hours to be used for sick, vacation, family emergencies and personal days.

Holidays – Lane County provides nine paid holidays per year.

Life Insurance - Lane County pays for employee life, and accidental death & dismemberment term insurance.

County-paid training & development to keep your career well

On-site classes – Lane County offers a variety of on-site classes to develop employees' soft and technical skills.

Online training- Lane County offers a variety of online classes to help employees continually improve their skills.

Conferences and Seminars – Lane County pays for employees to attend professional conferences to encourage continuous learning and professional development.

Lane County offers these other valuable benefits

Deferred Compensation retirement savings - Employees may enroll in a deferred compensation program 457(b) to save for retirement.

Vision – Eligible employees may purchase supplemental vision insurance.

Supplemental Life Insurance – Employees may purchase supplemental life insurance for themselves and their dependents/spouse.

Aflac – Optional employee-paid voluntary group coverage is available through Aflac.

Group discounts – Group discounts may include homeowners and auto insurance, pet health insurance, credit union membership.

The above information describes typical benefits available for Regular Full-time Employees. Actual benefits received may differ by position, employment status (regular, temporary, or extra help) and/or bargaining group. Paid medical, dental and vision coverage for dependents is determined by labor agreement or APM, as applicable. Please note that **Temporary** and **Extra Help** positions are not typically eligible for benefits. This is a only brief summary of benefits available to eligible Lane County employees. In all cases, plan documents govern.

For additional information about these extraordinary benefits contact the Benefit Resource Center at 1-866-468-7272, or Lane County HR at (541) 682-3124.