

Benefit Brief



Yamhill County
Oregon

In the heart of the Willamette Valley

County-paid Benefits

Medical, Vision, and Prescription: Most Yamhill County employees may choose from the following medical and prescription insurance: [Providence Base Plan](#), [Providence Buy-Up Health Plans](#), [Kaiser Permanente Standard Plan](#) and [Kaiser Permanente Deductible Plan](#). Vision services are provided by [VSP](#) when selecting a [Providence](#) medical plan and [Kaiser](#) vision services when selecting [Kaiser](#).

Employees represented by Teamsters and non-union employees in the Sheriff's Office may choose from the following providers for medical and prescription insurance: [BlueCross/BlueShield](#) and [Kaiser Permanente](#). Vision services for both plans are provided by [VSP](#).

Dental: Eligible Yamhill County employees can choose between [Delta Dental](#) and [Kaiser Permanente](#) as the providers for dental insurance. For those employees represented by Teamsters (and non-union employees in the Sheriff's Office), the providers for dental insurance include [BlueCross/BlueShield](#), [Kaiser](#) and [Willamette Dental](#).

VEBA (Voluntary Employee Beneficiary Association): Benefited Yamhill County employees may be eligible to participate in a tax-free health reimbursement arrangement (HRA) program funded by the county. The HRA funds can be used to cover qualified healthcare expenses for the employee and their family. Employer contributions, employee earnings, and withdrawals (claims) are exempt from taxes.

Flexible Spending Account (FSA): Eligible Yamhill County employees may enroll in a FSA administered by [Allegiance Flex Advantage](#). This benefit allows employees to make pre-tax contributions from their paychecks for eligible unreimbursed medical expenses and/or dependent care expenses.

Employee Assistance Program (EAP): All Yamhill County employees have access to an EAP provided by [Reliant Behavioral Health \(RBH\)](#). By contacting [RBH](#) directly, employees may obtain confidential help with events such as family and relationship issues, alcohol and substance abuse, depression and anxiety, family problems, financial and legal planning, and life transitions. Teamsters have access to an additional EAP provided by [The Standard](#).

Life Insurance: Eligible Yamhill County employees receive a county-paid basic term life insurance benefit of \$10,000, and each eligible dependent spouse and child receives a benefit of \$2,000 through [The Standard](#).

Emergency Travel Assistance: When benefit eligible employees are covered under the county's basic term life insurance plan (from [The Standard](#)), those employees and their family (spouse and dependent children) are also covered for emergency travel assistance.

Paid Holidays: Eligible Yamhill County employees receive paid holidays according to their respective Collective Bargaining Agreements. For more specific information, please go to www.co.yamhill.or.us and click the link for applicable union contract.

Public Employees Retirement System (PERS): A retirement benefit, the [Oregon Public Employees Retirement System](#), is sponsored through the State of Oregon. The County makes 100% of ALL contributions to each member's account each month.

Paid Leave (Vacation, Sick, Flexible Earned Time-FET): Eligible Yamhill County employees accrue paid leave according to their respective Collective Bargaining Agreements. For more specific information, please go to www.co.yamhill.or.us and click the link for the applicable union contract.

Short-Term Disability: (Non-Teamsters) Replaces the employee's monthly basic salary up to 66.67% to a maximum of 26 weeks for qualifying conditions through [The Standard](#). (Teamsters) Replaces the employee's basic salary up to \$300 per week for qualifying conditions through [OTET](#).

Long-Term Disability: (Teamsters only) Pays a benefit of up to 66.67% of the employees basic salary up to \$4,000 per month through [The Standard](#).

Optional Benefits

Deferred Compensation: Yamhill County employees may choose between (any/all) [Nationwide Retirement Solutions](#), [ICMA-RC](#), and [Oregon Savings Growth Plan \(OSGP\)](#) as their preferred deferred compensation plans.

Supplemental Life Insurance: Eligible Yamhill County employees may elect to purchase additional life insurance coverage for themselves and eligible family members through [The Standard](#).

Accident and Critical Illness Insurance: Eligible Yamhill County employees may elect to enroll in Accident and/or Critical Illness insurance through [The Standard](#).

*Employees should refer to the applicable labor agreement or policy which defines their benefit eligibility. Those contracts include Yamhill County Deputy District Attorney Association (YCDDA), Teamsters (YCSO), Federation of Parole and Probation Officers (FOPPO), Yamhill County Employee Association (YCEA) and related employees (AFSCME), Juvenile Detention Workers Associate (YCIDWA) and can be found at www.co.yamhill.or.us

Disclaimer regarding benefits: *The Human Resources office is responsible for reviewing and revising the benefit summary to be as current as possible; however, the information contained on these pages is subject to change at any time. This information is not intended to—and does not—create any contract. Importantly, information in this flyer and on the web may be improved, deleted, updated or otherwise changed without notice.*

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