



Employee Benefits Department FAQs

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| <p>When will my medical, dental, and vision benefits begin?</p> | <p>Benefit eligibility is based on your hire date:</p> <p>If your hire date is the 1st - 5th of the month, your benefits will be effective on the 1st of the following month. Ex: your hire date is September 2nd, your benefits will be effective on October 1st.</p> <p>If your hire date is the 6th - 30th or 31st of the month, your benefits will be effective the first of the month after you've worked a complete month. Ex: your hire date is September 9th, your benefits will be effective on November 1st.</p> <p>Less than 12-month Classified employees hired after Feb. 1st, your benefits will not be effective until your 3rd month of employment.</p> |
| <p>How do I enroll for benefits?</p> | <p>You will receive an email from our Benefits Team with instructions on how to enroll for benefits through OEGB.</p> <p><i>Please note that a timely response to this email is important in order to avoid a double benefit deduction for late enrollees.</i></p> |
| <p>Where do I find benefit information?</p> | <p>Please visit our HSD Employee Benefits Webpage. There is a lot of information and resources available to you.</p> <p>Quick Reference Links: OEGB 2022-23 Enrollment Guide</p> <p>Benefits Calculator HSD Contracts</p> |
| <p>Why are the OEGB prices different from what is listed with HSD?</p> | <p>HSD helps subsidize the cost of your healthcare premiums through district contributions and Union contributions.</p> <p>Please refer to the OEGB 2022-23 Enrollment Guide linked in the Benefits Webpage. This modified guide reflects HSD plan options and rates.</p> |
| <p>Is PERS mandatory?</p> | <p>Yes. PERS is state mandated. The District is a public employer, and under state law, is required to participate in the Public Employees Retirement System. The District contributes an amount on top of wages paid into the system, and all employees contribute 6% after they meet eligibility requirements.</p> <p>Please visit the PERS website for more information.</p> |
| <p>How do I enroll in a 403B or 457 plan?</p> | <p>Carruth Compliance Consulting is your starting point to select a vendor, and CCC can help you with this process.</p> <p>Complete this TSA Salary Reduction Agreement once you've selected a vendor.</p> |