

**MARION COUNTY BENEFITS MATRIX**  
**Unit 10 - Department Heads**

<b>Sick Leave Accrual</b>	Average of 12 days/year 3.693 hrs/pay period
<b>Vacation Leave Accrual</b>	12 days/year 8 hrs/mo or 3.693 hrs/pay period
<b>Vacation Accrual Based on Length of Service Monthly Averages</b>	5 yrs = 15 days/yr 10 yrs = 18 days/yr 15 yrs = 21 days/yr 20 yrs = 24 days/yr
<b># of Holidays/Year</b>	9
<b>Personal Holidays</b>	2 days
<b>Longevity Pay</b>	None
<b>Most Recent Cost of Living Increase</b>	3% July 1, 2007
<b>Next Cost of Living Increase</b>	Unknown
<b>Bilingual Pay</b>	None
<b>457 (Deferred Comp)</b>	No County contribution
<b>PERS</b>	County Pays (add to base)
<b>Medical/Dental - 2010 Plan Year</b>	County pays monthly premiums up to \$1346 cap. Employees pay \$0 to \$38.30/mo based on medical & dental plans selected. ODS PPO/HSA Plan participants receive a pro-rated County contribution amount.
<b>Life &amp; AD&amp;D Premiums</b> (Fully paid by County)	All regular employees .5 FTE \$.31 per \$1,000 of annual earnings
<b>Long Term Disability Premium</b> (Fully paid by County)	.28% of earnings for monthly premium .352% of earnings for claims through 6/30/12
<b>Wellness</b> (Fully paid by County)	\$3.30 per month
<b>EAP</b> (Fully paid by County)	\$2.28 per month
<b>401K</b>	7.5% contribution paid by County