

MARION COUNTY BENEFITS MATRIX
Unit 7 - Federation of Oregon Parole and Probation Officers

Sick Leave Accrual	3.693 hrs/pay period
Vacation Leave Accrual	After 6 consecutive full calendar months of service, full-time employees shall be credited 7 workdays' vacation
Vacation Accrual Based on Length of Service Monthly Averages	After 6 mos - 5 yrs = 4.039 hours/pay period After 5 yrs - 10 yrs = 4.907 hours/pay period After 10 yrs - 15yrs = 5.770 hours/pay period After 15 yrs - 20 yrs = 6.637 hours/pay period After 20 yrs = 7.5 hours/pay period
# of Holidays/Year	10
Personal Holidays	2 days (3 for Fiscal Year 2010 only)
Longevity Pay	10 yrs = 1.75% 15 yrs = 3% 20 yrs = 5% to base
Most Recent Cost of Living Increase	4.6% July 1, 2008
Next Cost of Living Increase	Unknown
Bilingual Pay	5% upon passing test and only if position requires it
457 (Deferred Comp)	No County contribution
PERS	6% employee contribution
Medical/Dental - 2010 Plan Year	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.
Life & AD&D Premiums (Fully paid by County)	All regular employees .5 FTE \$.31 per \$1,000 of annual earnings. Certified Deputies' additional \$10,000 = \$0.50 per employee per month
Long Term Disability Premium (Fully paid by County)	.28% of earnings for monthly premium .352% of earnings for claims through 6/30/12
Wellness (Fully paid by County)	\$3.30 per month
EAP (Fully paid by County)	\$2.28 per month
401K	Not Eligible