

**MARION COUNTY BENEFITS MATRIX**  
**Unit 6 - Marion County Employees Association (MCEA/SEIU)**  
 Non-IT Positions

|   |  |
|---|--|
| <b>Sick Leave Accrual</b>   | Average of 12 days/year<br>37.5-hr week = 3.462 hrs/pay period<br>40-hr week = 3.693 hrs/pay period  |
| <b>Vacation Leave Accrual</b>                                       | Average of 12 days/year<br>37.5-hr week = 7.5 hrs/mo or 3.462 hrs/pay period<br>40-hr week = 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<br>10 yrs = 18 days/yr<br>15 yrs = 21 days/yr<br>20 yrs = 24 days/yr  |
| <b># of Holidays/Year</b>   | 9  |
| <b>Personal Holidays</b>  | 2 days   |
| <b>Longevity Pay</b>  | 10 yrs = 5%<br>15 yrs = 10.25% to base   |
| <b>Most Recent Cost of Living Increase</b>                          | 3% July 1, 2009  |
| <b>Next Cost of Living Increase</b>                                 | Unknown  |
| <b>Bilingual Pay</b>  | 5% upon passing test and only if position requires it  |
| <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.<br>Employees pay \$0 to \$38.30/mo based on medical & dental plans selected.<br>ODS PPO/HSA Plan participants receive a pro-rated County contribution amount. |
| <b>Life &amp; AD&amp;D Premiums</b><br>(Fully paid by County)       | All regular employees .5 FTE<br>\$.31 per \$1,000 of annual earnings   |
| <b>Long Term Disability Premium</b><br>(Fully paid by County)       | .28% of earnings for monthly premium<br>.352% of earnings for claims through 6/30/12   |
| <b>Wellness</b><br>(Fully paid by County)                           | \$3.30 per month   |
| <b>EAP</b><br>(Fully paid by County)                                | \$2.28 per month   |
| <b>401K</b>   | Not Eligible   |