

MARION COUNTY BENEFITS MATRIX
Unit 4 - Oregon Nurses Association (ONA)

Sick Leave Accrual	Average of 12 days/year 37.5-hr week = 3.462 hrs/pay period 40-hr week = 3.693 hrs/pay period
Vacation Leave Accrual	Average of 12 days/year 37.5-hr week = 7.5 hrs/mo or 3.462 hrs/pay period 40-hr week = 8 hrs/mo or 3.693 hrs/pay period
Vacation Accrual Based on Length of Service Monthly Averages	5 yrs = 15 days/yr 10 yrs = 18 days/yr 15yrs = 21 days/yr 20 yrs = 24 days/yr
# of Holidays/Year	10
Personal Holidays	1 day
Longevity Pay	10 yrs = 5% 15 yrs = 10.25% to base
Most Recent Cost of Living Increase	3% July 1, 2009
Next Cost of Living Increase	Unknown
Bilingual Pay	5% upon passing test
457 (Deferred Comp)	No County contribution
PERS	County Pays (add to base)
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
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