

MARION COUNTY BENEFITS MATRIX
Unit 5 - Marion County Law Enforcement Association (MCLEA)

Sick Leave Accrual	Average of 12 days/year 40-hr week = 3.693 hrs/pay period
Vacation Leave Accrual	Average of 12 days/year 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 15 yrs = 21 days/yr 20 yrs = 24 days/yr
# of Holidays/Year	10
Personal Holidays	1 day
Longevity Pay	10 yrs = 1.75% 15 yrs = 3% 20 yrs = 5% to base
Compensation Credits (Taken as extra pay or as leave)	2 weeks/3.84% (add to base)
Most Recent Cost of Living Increase	0.5% January 8, 2012
Next Cost of Living Increase	1% July 8, 2012
Bilingual Pay	5% upon passing test
457 (Deferred Comp)	No County contribution
PERS	6% employee contribution
Medical/Dental - 2010 Plan Year	County pays 95% & employees pay 5% of monthly premiums. Cost to employee is \$61.33 to \$74.96 based on plans chosen.
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