

**MARION COUNTY BENEFITS MATRIX**  
**Unit 2 - Non-Represented (Supervisory)**

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| <b>Sick Leave Accrual</b>                                           | Average of 12 days/yr<br>40-hr week = 3.693 hrs/pay period                                                                                                                                                                                                                                              |
| <b>Vacation Accrual Based on Length of Service Monthly Averages</b> | 6 mos - 3 yrs = 13 days/yr or 4.000 hrs/pay period<br>3-5 yrs = 14 days/yr or 4.308 hrs/pay period<br>5-10 yrs = 16 days/yr or 4.924 hrs/pay period<br>10-15 yrs = 18 days/yr or 5.539 hrs/pay period<br>15-20 yrs = 21 days/yr or 6.462 hrs/pay period<br>20+ yrs = 24 days/yr or 7.385 hrs/pay period |
| <b>Number of Holidays/Year</b>                                      | 10                                                                                                                                                                                                                                                                                                      |
| <b>Personal Holidays</b>                                            | 2 days                                                                                                                                                                                                                                                                                                  |
| <b>Longevity Pay</b><br>(Add to top step - Step 7)                  | L1: 10 yrs = 5%<br>L2: 15 yrs = 10.25%<br>L3: 20 yrs = 12.75%                                                                                                                                                                                                                                           |
| <b>Compensation Credits</b><br>(Taken as extra pay or as leave)     | Three workweeks for employees hired prior to 7/1/08; none for employees hired on or after 7/1/08. The option to opt out of compensation credits is available. (See Marion County Personnel Rules)                                                                                                       |
| <b>Compensatory Time Cap</b>                                        | None                                                                                                                                                                                                                                                                                                    |
| <b>Most Recent Pay Increase</b>                                     | 7/1/23: 5% COLA                                                                                                                                                                                                                                                                                         |
| <b>Next Pay Increase</b>                                            | TBD                                                                                                                                                                                                                                                                                                     |
| <b>Bilingual Pay</b>                                                | None                                                                                                                                                                                                                                                                                                    |
| <b>457 (Deferred Comp)</b>                                          | No County contribution                                                                                                                                                                                                                                                                                  |
| <b>PERS</b>                                                         | County pays 6%                                                                                                                                                                                                                                                                                          |
| <b>IAP</b>                                                          | 6%                                                                                                                                                                                                                                                                                                      |

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| <b>Medical/Dental<br/>2023 Plan Year</b>                       | County pays monthly premiums up to \$1,621 cap.<br><br>Cost to employee is \$13.21 to \$131.74/mo based on plan chosen.<br><br>Health Savings Account participants receive a pro-rated County contribution amount. |
| <b>Basic Life Premium<br/>(Fully paid by County)</b>           | All regular employees with a minimum of 0.5 FTE<br>\$0.11 per \$1,000 of annual earnings                                                                                                                           |
| <b>AD&amp;D Premium<br/>(Fully paid by County)</b>             | All regular employees with a minimum of 0.5 FTE<br>\$0.042 per \$1,000 of annual earnings                                                                                                                          |
| <b>Long Term Disability Premium<br/>(Fully paid by County)</b> | All regular employees with a minimum of 0.5 FTE<br>\$0.38 per \$100 of monthly covered payroll                                                                                                                     |
| <b>Wellness<br/>(Fully paid by County)</b>                     | \$3.30 per month                                                                                                                                                                                                   |
| <b>EAP<br/>(Fully paid by County)</b>                          | \$3.10 per month                                                                                                                                                                                                   |
| <b>401K</b>                                                    | 2.5% contribution paid by County                                                                                                                                                                                   |

Marion County is a qualifying employer for public service loan forgiveness.

Visit the [studentaid.gov](https://studentaid.gov) website for other qualifications.

Scan a completed and signed page 1 of the form, then email to [HumanResources@co.marion.or.us](mailto:HumanResources@co.marion.or.us).