

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

Sick Leave Accrual	Average of 12 days/yr 40-hr week = 3.693 hrs/pay period
Vacation Accrual Based on Length of Service Monthly Averages	6 mos - 3 yrs = 13 days/yr or 4.000 hrs/pay period 3-5 yrs = 14 days/yr or 4.308 hrs/pay period 5-10 yrs = 16 days/yr or 4.924 hrs/pay period 10-15 yrs = 18.75 days/yr or 5.770 hrs/pay period 15-20 yrs = 21.57 days/yr or 6.637 hrs/pay period 20+ yrs = 24.38 days/yr or 7.50 hrs/pay period
Number of Holidays/Year	11 +1 Commissioners Day
Personal Holidays	2 days
Longevity Pay (Add to top step, Step 8)	L1: 10 yrs = 2.75% L2: 15 yrs = 4% L3: 20 yrs = 6.5%
Compensation Credits (Taken as extra pay or as leave)	Two workweeks for employees hired prior to 7/29/09; none for employees hired on or after 7/29/09. The option to opt out of compensation credits is available. (See FOPPO CBA)
Compensatory Time Cap	75 hours
Most Recent Pay Increase	7/1/23: 5% COLA
Next Pay Increase	TBD
Bilingual Pay	5% upon passing test and only if position requires it
457 (Deferred Comp)	No County contribution
PERS	County pays 6%
IAP	6%

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Medical/Dental 2023 Plan Year	County pays monthly premiums up to \$2,040 cap. Cost to employee is \$0.00. Health Savings Account participants receive a pro-rated County contribution amount.
Basic Life Premium (Fully paid by County)	All regular employees with a minimum of 0.5 FTE \$0.11 per \$1,000 of annual earnings
AD&D Premium (Fully paid by County)	All regular employees with a minimum of 0.5 FTE \$0.042 per \$1,000 of annual earnings
Long Term Disability Premium (Fully paid by County)	All regular employees with a minimum of 0.5 FTE \$0.38 per \$100 of monthly covered payroll
Wellness (Fully paid by County)	\$3.30 per month
EAP (Fully paid by County)	\$3.10 per month
401K	Not Eligible

Marion County is a qualifying employer for public service loan forgiveness.
 Visit the studentaid.gov website for other qualifications.