

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

<b>Sick Leave Accrual</b> (See also ONA Sick Leave Conversion Letter of Agreement)	Average of 12 days/yr  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 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 days/yr or 5.539 hrs/pay period 15-20 yrs = 21 days/yr or 6.462 hrs/pay period 20+ yrs = 24 days/yr or 7.385 hrs/pay period
<b>Number of Holidays/Year</b>	11
<b>Personal Day</b>	1
<b>Longevity Pay</b> (Add to top step - Step 7)	L1: 10 yrs = 5%  L2: 15 yrs = 10.25%  L3: 20 yrs = 12.75%
<b>Compensation Credits</b> (Taken as extra pay or as leave)	Two 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 ONA CBA)
<b>Compensatory Time Cap</b>	48 hours
<b>Most Recent Pay Increase</b>	7/1/24: 4% COLA
<b>Next Pay Increase</b>	7/1/25: 3% COLA
<b>Bilingual Pay</b>	5% upon passing test
<b>457 (Deferred Comp)</b>	No County contribution
<b>PERS IAP</b>	County pays 6% County pays employee contribution

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<b>Medical/Dental 2024 Plan Year</b>	County pays monthly premiums up to \$1,646 cap.  Cost to employee is \$47.92 to \$286.78/mo based on plan chosen.  Health Savings Account participants receive a pro-rated County contribution amount.
<b>Basic Life Premium (Fully paid by County)</b>	All regular employees with a minimum of 0.5 FTE \$0.11 per \$1,000 of annual earnings
<b>AD&amp;D Premium (Fully paid by County)</b>	All regular employees with a minimum of 0.5 FTE \$0.042 per \$1,000 of annual earnings
<b>Long Term Disability Premium (Fully paid by County)</b>	All regular employees with a minimum of 0.5 FTE \$0.38 per \$100 of monthly covered payroll
<b>Wellness (Fully paid by County)</b>	\$3.30 per month
<b>EAP (Fully paid by County)</b>	\$3.10 per month
<b>401K</b>	Not Eligible

Marion County is a qualifying employer for public service loan forgiveness.  
 Visit the [studentaid.gov](https://studentaid.gov) website for other qualifications.