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

Sick Leave Accrual (See also ONA Sick Leave Conversion Letter of Agreement)	Average of 12 days/yr 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 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
Number of Holidays/Year	11
Personal Day	1
Longevity Pay (Add to top step - Step 7)	L1: 10 yrs = 5% L2: 15 yrs = 10.25% L3: 20 yrs = 12.75%
Compensation Credits (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)
Compensatory Time Cap	48 hours
Most Recent Pay Increase	7/1/25: 3% COLA
Next Pay Increase	TBD
Bilingual Pay	5% upon passing test
457 (Deferred Comp)	No County contribution
PERS IAP	County pays 6% County pays employee contribution

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Medical/Dental 2025 Plan Year	County pays monthly premiums up to $1,746 cap. Cost to employee is $49.92 to $363.84/mo based on plan chosen. 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)	$3.80 per month
401K	Not Eligible

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