# MARION COUNTY BENEFITS MATRIX
## Unit 12 - Confidential Non-Represented/Non-Management

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|---|---|
| **Sick Leave Accrual** | Average of 12 days/yr<br><br>40-hr week = 3.693 hrs/pay period |
| **Vacation Accrual Based on Length of Service Monthly Averages**<br><br>Note: Accruals start day 1 and are available to use after 6 months | Day 1 - 3 yrs = 17 days/yr or 5.231 hrs/pay period<br>3-5 yrs = 18 days/yr or 5.538 hrs/pay period<br>5-10 yrs = 19 days/yr or 5.846 hrs/pay period<br>10-15 yrs = 22 days/yr or 6.769 hrs/pay period<br>15-20 yrs = 24 days/yr or 7.385 hrs/pay period<br>20+ yrs = 27 days/yr or 8.308 hrs/pay period |
| **Number of Holidays/Year** | 10 |
| **Personal Holidays** | 2 |
| **Longevity Pay**<br>(Add to top step - Step 7) | L1: 10 yrs = 5%<br><br>L2: 15 yrs = 10.25%<br><br>L3: 20 yrs = 12.75% |
| **Compensation Credits**<br>(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 Marion County Personnel Rules) |
| **Compensatory Time Cap** | 40 hours |
| **Most Recent Pay Increase** | 7/1/26: 2% COLA |
| **Next Pay Increase** | TBD |
| **Bilingual Pay** | None |
| **457 (Deferred Comp)** | No County contribution |
| **PERS IAP** | County pays 6%<br>County pays employee contribution |

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| **Medical/Dental 2026 Plan Year** | County pays monthly premiums up to $1,846 cap.<br><br>Cost to employee is $174.50 to $461.42/mo based on plan chosen.<br><br>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<br>$0.0825 per $1,000 of annual earnings |
| **AD&D Premium** (Fully paid by County) | All regular employees with a minimum of 0.5 FTE<br>$0.037 per $1,000 of annual earnings |
| **Long-Term Disability Premium** (Fully paid by County) | All regular employees with a minimum of 0.5 FTE<br>$0.369 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.