MARION COUNTY BENEFITS MATRIX
Unit 13 - Non-Represented (Non-Supervisory)

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 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 3-5 yrs = 18 days/yr or 5.538 hrs/pay period 5-10 yrs = 19 days/yr or 5.846 hrs/pay period 10-15 yrs = 22 days/yr or 6.769 hrs/pay period 15-20 yrs = 24 days/yr or 7.385 hrs/pay period 20+ yrs = 27 days/yr or 8.308 hrs/pay period
Number of Holidays/Year	10
Personal Holidays	2
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)	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)
Compensatory Time Cap	None
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% County pays employee contribution

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Medical/Dental 2026 Plan Year	County pays monthly premiums up to $1,846 cap. Cost to employee is $174.50 to $461.42/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 $0.0825 per $1,000 of annual earnings
AD&D Premium (Fully paid by County)	All regular employees with a minimum of 0.5 FTE $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 $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	2.5% contribution paid by County

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