

MARION COUNTY BENEFITS MATRIX

Unit 14 - Marion County Juvenile Employees Association (MCJEA)

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| 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 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 | 10 |
| Personal Holidays | 2 days |
| 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 7/1/10; none for employees hired on or after 7/1/10. The option to opt out of compensation credits is available. (See MCJEA CBA) |
| Compensatory Time Cap | 50 hours |
| Most Recent Pay Increase | 7/1/22: 5% COLA |
| Next Pay Increase | 7/1/23: 5% COLA |
| 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 2022 Plan Year | County pays monthly premiums up to \$1,646 cap. Cost to employee is \$0.00 to \$123.62/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) | \$3.10 per month |
| 401K | Not Eligible |

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