

# LINN COUNTY EMPLOYEE BENEFIT SUMMARY

## MANAGEMENT, CLASSIFIED

### HEALTH INSURANCE

<b>Medical/Vision</b>	Coverage for the employee & family is available in 2 different MODA Health plans; PPO or Managed Care. Alternative Care such as Chiropractic, Acupuncture and Naturopathic medicine is included with both plans. Another option for the employee & family is Kaiser Permanente. All insurance choices include prescription drug & vision benefits. Coverage begins after 60 days (2 full months) of employment & once chosen can only be switched during the County's open enrollment period in July.
<b>DENTAL</b>	Coverage is available for employee and family through MODA Health, Willamette or Kaiser Dental.
<b>Life/AD&amp;D</b>	The basic life insurance benefit is \$50,000 for employee and \$5,000 for a spouse and each child to age 26.
<b>Supplemental (Employee paid)</b>	<p>There are optional insurance plans in which the employee can enroll at his/her expense. (Coverage may not be guaranteed and may require underwriting approval.)</p> <p>Voluntary Life Insurance – available for the employee &amp; spouse. May purchase additional supplemental life in increments of \$10,000 up to \$300,000. Cost is determined by applicant's age. The County will pay \$1.00/month of the supplemental premium for each insured employee</p> <p>Short &amp; Long term Disability – Linn County provides LTD to all full time employees. Employees have the option to purchase STD. Benefit pays 60% of employee's monthly salary.</p> <p>Accident, Cancer, Hospital, Disability, Critical Illness, and Specific Event Insurance- available for employee</p>

### RETIREMENT

<b>PERS / OPSRP</b>	The County participates in the Oregon Public Service Retirement System (OPSRP). Employees are eligible to become members of the OPSRP after six full months of employment. The County pays the employee share of the contribution.
<b>Deferred Compensation</b>	Employees are eligible to participate in a 457 deferred compensation plan with Mission Square, Empower or Nationwide Retirement Solutions. This is fully funded by the employee.

### LEAVE BENEFITS

<b>Vacation</b>	<p>After completing three (3) full months of service at Linn County, employees are eligible to use their accumulated vacation subject to management approval. Vacation accruals are per month as follows:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Months of Continuous Service</th> <th style="text-align: center;">Years Equivalent</th> <th style="text-align: center;">7.5 Hour Employees</th> <th style="text-align: center;">8 Hour Employees</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">0 through 48 months</td> <td style="text-align: center;">0-4 years</td> <td style="text-align: center;">8.13</td> <td style="text-align: center;">8.67</td> </tr> <tr> <td style="text-align: center;">49 through 132 months</td> <td style="text-align: center;">4-11 year</td> <td style="text-align: center;">10.75</td> <td style="text-align: center;">11.33</td> </tr> <tr> <td style="text-align: center;">133 through 204 months</td> <td style="text-align: center;">11-17 years</td> <td style="text-align: center;">13.75</td> <td style="text-align: center;">14.67</td> </tr> <tr> <td style="text-align: center;">205 through 9999 months</td> <td style="text-align: center;">More than 17 years</td> <td style="text-align: center;">15.00</td> <td style="text-align: center;">16.00</td> </tr> </tbody> </table> <p>Vacation and sick leave will begin accruing immediately after start date and eligible for use after 3 months of employment. Maximum vacation hours accrued is 300 hours for the 7.5 hour employee and 320 hours for the 8 hour employee. Vacation sell back is allowed 2 times per year, maximum 40 hours per fiscal year and eighty (80) hours must remain after sell back.</p>	Months of Continuous Service	Years Equivalent	7.5 Hour Employees	8 Hour Employees	0 through 48 months	0-4 years	8.13	8.67	49 through 132 months	4-11 year	10.75	11.33	133 through 204 months	11-17 years	13.75	14.67	205 through 9999 months	More than 17 years	15.00	16.00
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### LEAVE BENEFITS CONTINUED

<b>Sick Leave</b>	<p>After completing three (3) full months of service at Linn County, employees are eligible to use their accumulated sick leave subject to management approval. Sick Leave accruals are as follows</p> <table border="1" data-bbox="440 107 1182 191"> <tr> <th data-bbox="440 107 810 142">Monthly Accrual Rate</th> <th data-bbox="810 107 1182 142">Annual Accrual Rate</th> </tr> <tr> <td data-bbox="440 142 810 191">1 day per month</td> <td data-bbox="810 142 1182 191">12 days per year</td> </tr> </table> <p>7.5 and 8 Hour employees maximum 1440 hours accrual One additional paid Personal Day if non-union member goes one fiscal year without using sick time.</p>	Monthly Accrual Rate	Annual Accrual Rate	1 day per month	12 days per year
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<b>Bereavement Leave</b>	Employees are authorized to request up to four (4) days of paid leave.
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<b>Holiday Time</b>	<p>Employees immediately receive the following paid holidays per calendar year as follows:</p> <table border="1" data-bbox="358 432 1433 693"> <tr> <td data-bbox="358 432 849 483">New Year's Day</td> <td data-bbox="849 432 1433 483">Labor Day</td> </tr> <tr> <td data-bbox="358 483 849 533">Martin Luther King Day</td> <td data-bbox="849 483 1433 533">Veterans' Day</td> </tr> <tr> <td data-bbox="358 533 849 583">President's Day</td> <td data-bbox="849 533 1433 583">Thanksgiving Day and The Day after</td> </tr> <tr> <td data-bbox="358 583 849 634">Memorial Day</td> <td data-bbox="849 583 1433 634">Christmas Eve afternoon and Christmas Day</td> </tr> <tr> <td data-bbox="358 634 849 693">Independence Day</td> <td data-bbox="849 634 1433 693"></td> </tr> </table>	New Year's Day	Labor Day	Martin Luther King Day	Veterans' Day	President's Day	Thanksgiving Day and The Day after	Memorial Day	Christmas Eve afternoon and Christmas Day	Independence Day	
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<b>Floating Holidays</b>	<p>After 3 months of employment employees are credited with 2 additional paid holidays. Floating holidays are accrued each fiscal year according to the following schedule:</p> <table border="1" data-bbox="440 783 1312 888"> <tr> <th data-bbox="440 783 1312 821">2 - Floating Holiday</th> </tr> <tr> <td data-bbox="440 821 1312 888">Taken between June 1 May 31</td> </tr> </table> <p><b>Note-</b> These hours must be used in the year they are earned; unused balances do not continue to accrue.</p>	2 - Floating Holiday	Taken between June 1 May 31
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**OTHER BENEFITS**

<b>Employee Assistance Program</b>	Employees and family members are eligible to participate in the Calapooia Employee Assistance Program. Five free confidential counseling sessions per year are available to employees and their dependents.
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<b>Flexible Spending Plan (125)</b>	Employees are eligible for participation in a deferral plan through payroll for dependent care, employee portion of group health insurance premium expenses, and unreimbursed health-related expenses upon initial enrollment as a new employee and re-enrollment annually based on a calendar year.
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<b>Longevity Incentive</b>	<p>All full time employees will receive additional longevity pay after completing:</p> <p><b>10 years</b> of employment - 2.5%</p> <p><b>15 years</b> of employment - 2.5% (for a total of 5% with both)</p> <p><b>20 years</b> of employment - 2.5% (for a total of 7.5% with all three)</p>
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Public Service Loan Forgiveness (PSLF) Program Public Service Loan Forgiveness (PSLF) is a federal program which forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer. <https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service>