

LINN COUNTY EMPLOYEE BENEFIT SUMMARY

SEIU/OPEU

HEALTH INSURANCE

Medical/Vision

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 2 months of employment & once chosen can only be switched during the County's open enrollment period in July.

DENTAL

Coverage is available for employee and family through MODA Health, Willamette or Kaiser Dental.

Life/AD&D

The basic life insurance benefit is \$50,000 for employee and \$5,000 for a spouse and each child to age 26.

**Supplemental
(Employee paid)**

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.)

Voluntary Life Insurance – available for the employee & 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

Short & 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.

Accident, Cancer, Hospital, Disability, Critical Illness, and Specific Event Insurance- available for employee.

Life and Supplemental insurance begins 3 months after employment.

RETIREMENT

PERS / OPSRP

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.

**Deferred
Compensation**

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

Vacation

After completing 3 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:

Length of Service	7.5 Hour Employees	8 Hour Employees
0 - 5 years	8.13	8.67
6 – 11 years	10.75	11.33
12 – 17 years	13.75	14.67
18 years and after	15.00	16.00

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.

LEAVE BENEFITS CONTINUED

Sick Leave	<p>After completing 3 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" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="background-color: #ffffcc;">Monthly Accrual Rate</th> <th style="background-color: #ffffcc;">Annual Accrual Rate</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1 day per month</td> <td style="text-align: center;">12 days per year</td> </tr> </tbody> </table> <p>One additional paid Incentive Leave day if union member goes one fiscal year without using sick time. This day will be forfeited if not used within the following fiscal year.</p>	Monthly Accrual Rate	Annual Accrual Rate	1 day per month	12 days per year
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Bereavement Leave	<p>Employees are authorized to request up to four (4) days of paid leave for absence to attend to issues such as arranging & attending funeral service for those that the employee has a close familial relationship. Additionally, up to 2 days of sick leave can be used for travel.</p>
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Holiday Time	<p>Employees immediately receive the following paid holidays per calendar year as follows:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tbody> <tr> <td style="text-align: center;">New Year's Day</td> <td style="text-align: center;">Labor Day</td> </tr> <tr> <td style="text-align: center;">Martin Luther King Day</td> <td style="text-align: center;">Veterans' Day</td> </tr> <tr> <td style="text-align: center;">President's Day</td> <td style="text-align: center;">Thanksgiving Day and The Day after</td> </tr> <tr> <td style="text-align: center;">Memorial Day</td> <td style="text-align: center;">Christmas Eve afternoon and Christmas Day</td> </tr> <tr> <td style="text-align: center;">Independence Day</td> <td></td> </tr> </tbody> </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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Floating Holidays	<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" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="background-color: #ffffcc;">2 - Floating Holidays</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Taken between June 1 May 31</td> </tr> </tbody> </table> <p>Note- These hours must be used in the year they are earned; unused balances do not continue to accrue.</p>	2 - Floating Holidays	Taken between June 1 May 31								
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OTHER BENEFITS

Employee Assistance Program	<p>Employees and family members are eligible to participate in the Calapooia Employee Assistance Program. Five free confidential counseling sessions per fiscal year are available to employees and their dependents. Benefit starts after 3 months of employment.</p>
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Flexible Spending Plan (125)	<p>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.</p>
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Longevity Incentive	<p>All full time employees will receive additional longevity pay after completing:</p> <p>10 years of employment - 2.5%</p> <p>15 years of employment - 2.5% (for a total of 5% with both)</p> <p>20 years 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>

It is your option to join the union. If you choose to join, union dues are 1.7% of your monthly gross

NOTES: All benefits and contributions listed on this summary are subject to change; benefits listed are for full-time employees. Part-time bargaining unit employees who work at least twenty (20) hours per week shall accrue vacation leave on a pro rata basis. See Collective Bargaining Agreement for complete information.