

LINN COUNTY EMPLOYEE BENEFIT SUMMARY

JUVENILE DETENTION

HEALTH INSURANCE

Medical/Vision/Dental to be paid at 95% of the benefit amount by the County

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 includes prescription drug & vision benefits. Available after 2 months of employment.

Dental

Coverage is available for employee and family through MODA (Delta Dental), Willamette Dental or Kaiser Dental.

Short & Long Term Disability

Short term disability - Benefit pays 60% of employee's monthly salary after 30 days and the premium is fully paid by the employee. Long term disability – Benefit pays 60% of employee's monthly salary up to \$2,500 and is paid for by Linn County.

Life/AD&D

The basic life insurance benefit is \$50,000 for employee and \$5,000 for a spouse and eligible dependents.

*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.)

Supplemental (Employee paid)

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

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:

Vacation Accrual	8 and/or 10 Hour Employees (40 hr/wk)
0 - 4 years	8.67
5 – 11 years	11.33
12 – 17 years	14.67
18 years and after	16.00

Vacation will begin accruing immediately and eligible for use after 3 months of employment. Maximum vacation hours accrued is 280 hours for the 8 or 10-hour employee. Vacation sell back is allowed to times per fiscal year. An employee must have a minimum balance of 80 hours after vacation time is sold back to the County.

LEAVE BENEFITS CONTINUED

Sick Leave	<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" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">Monthly Accrual Rate</td> </tr> <tr> <td style="text-align: center;">8 hours for each month worked</td> </tr> </table> <p style="text-align: right;">Maximum</p> <p>accrual is 1,440 hours</p>	Monthly Accrual Rate	8 hours for each month worked
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Compassionate Leave	<p>Employees are authorized to request up to thirty-two (32) hours 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 two (2) days of sick leave may be used for travel.</p>		
Holiday Time	<p>Since Juvenile Detention employees are regularly scheduled to work holidays, they shall accrue personal days in-lieu-of holidays for the equivalent of thirteen (13) personal days annually. Such personal days may be used at the discretion of the employee subject to the approval of the elected official/department head or his/her designee.</p> <p>Personal days shall accrue at the rate of 8.666 hours per month for forty (40) hour per week employees. Accrual shall begin with the anniversary date of appointment or assignment to the position for which personal days are authorized. Employees may accrue a maximum of 104 hours (13 days). Any amount accrued over the maximum is lost.</p>		

OTHER BENEFITS

Employee Assistance Programs	<p>Employees and family members are eligible to participate in the Employee Assistance Program. Employees can choose from the EAP from their medical plan or from Sun Life through their life insurance plan. These plans are available to employees and their dependents. Benefits begin when the plans becomes effective for the employee.</p>
HRA-VEBA	<p>Employer paid HRA account. The County shall make monthly contributions equal to 2% of the top step Detention Worker II base wage.</p>
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>
Longevity Incentive	<p>All full time employees will receive an additional 2.5% longevity pay after completing 120 months or 10 years of employment. An additional 2.5% will be given after completing 180 months or 15 years of employment for a total of 5%. 240 months or 20 years of employment for a total of 7.5%</p>

Association Dues: After the first full month of employment. Dues are \$70.00 per month.

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.