

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 include prescription drug & vision benefits. Available after 60 days (2 months) of employment.
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)	<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 & 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 & Long term Disability - 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

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 ICMA, Mass Mutual or Nationwide Retirement Solutions. This is fully funded by the employee.

LEAVE BENEFITS

Vacation	<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 (37.5 hr/wk) Employees</th> <th style="text-align: center;">8 (40 hr/wk) Employees</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">0 through 60 months</td> <td style="text-align: center;">0 - 5 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;">61 through 132 months</td> <td style="text-align: center;">6 – 11 years</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;">12 – 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 18 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 and eligible for use after 3 months of employment. Maximum vacation hours accrued is 7 weeks - 262.5 hours for the 7.5 hour employee and 280 hours for the 8 hour employee.</p>	Months of Continuous Service	Years Equivalent	7.5 (37.5 hr/wk) Employees	8 (40 hr/wk) Employees	0 through 60 months	0 - 5 years	8.13	8.67	61 through 132 months	6 – 11 years	10.75	11.33	133 through 204 months	12 – 17 years	13.75	14.67	205 through 9999 months	More than 18 years	15.00	16.00
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LEAVE BENEFITS CONTINUED

Sick Leave	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			
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7.5 hour employees may accumulate a maximum of 1,350 hours and 8 hour employees may accumulate 1440 hours maximum. One additional paid Sick Leave Incentive day if union member goes one year without using sick time.

Bereavement Leave	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.
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Holiday Time	Employees immediately receive nine paid holidays per calendar year as follows:									
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EVERY DAY appointed by the Governor of the State of Oregon as a holiday.

Floating & Seasonal Holiday	After 3 months of employment employees are credited with 2 additional paid holidays. Floating and Seasonal holidays are accrued each year according to the following schedule:
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Floating Holiday	Seasonal Holiday
Taken between June 1 May 31	Taken between June 1 May 31

Note- These hours must be used in the year they are earned; unused balances do not continue to accrue.

OTHER BENEFITS

Employee Assistance Program	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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Flexible Spending Plan (125)	Employees are eligible for participation in a deferral plan through payroll for dependent care 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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Longevity Incentive	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%.
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Dues are 1.7% of employee's monthly gross salary and are withheld after the first full month of employment

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. This is just a summary: See Collective Bargaining Agreement for complete information.