

LINN COUNTY EMPLOYEE BENEFIT SUMMARY

SHERIFF - Management

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 includes prescription drug & vision benefits. This benefit becomes available the 1 st day of the month after completing 30 days of employment. (If employment starts 1 st -15 th , the benefit would start on the 1st of the following month, if employment starts on the 16 th - end of the month, the benefit would start on the 1st of the 3 rd month of employment).
Dental	Coverage is available for employee and family through MODA's Delta Dental, Willamette Dental or Kaiser Dental. This benefit becomes available the 1 st day of the month after completing 30 days of employment. (If employment starts 1 st -15 th , the benefit would start on the 1st of the following month, if employment starts on the 16 th - end of the month, the benefit would start on the 1st of the 3 rd month of employment).
Life/AD&D	The basic life insurance benefit is \$50,000 for employees and \$5,000 for a spouse and each child to age 26 (must depend on employee for 50% or more of support). This benefit becomes available after 3 months' employment.
Supplemental (Employee Paid, Basic LTD paid by the County)	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. Supplemental life may be purchased 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 Term Disability –Benefit pays 60% of employee's monthly salary after 30-day elimination period and fully paid by the employee. Basic Long Term Disability-Benefit pays 60% of employee's monthly salary up to \$2,500 and is paid for by Linn County. Additional Buy-up Long Term Disability can be purchased by the employee. Accident, Cancer, Hospital, Disability, Critical Illness, and Specific Event Insurance is fully paid by the 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. Linn 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. Linn County contributes 3% of the employee's salary toward the employee's choice of Deferred Comp. Employee can choose to contribute to this plan also.

LEAVE BENEFITS

Vacation	<p>After completing 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;">Continuous Service</th> <th style="text-align: center;">Equivalent</th> <th style="text-align: center;">month</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">0-48 months</td> <td style="text-align: center;">0 - 4 years</td> <td style="text-align: center;">8.67</td> </tr> <tr> <td style="text-align: center;">49-143 months</td> <td style="text-align: center;">5 – 11 years</td> <td style="text-align: center;">11.33</td> </tr> <tr> <td style="text-align: center;">144-239 months</td> <td style="text-align: center;">12 – 19 years</td> <td style="text-align: center;">14.67</td> </tr> <tr> <td style="text-align: center;">240 months & above</td> <td style="text-align: center;">20 + years</td> <td style="text-align: center;">16.00</td> </tr> </tbody> </table> <p>Vacation will begin accruing immediately and eligible for use after 1 month of employment. Maximum accrual is 280 hours.</p> <p>2 times per year, an employee may elect to sell back accrued vacation subject to the following: Total vacation sold back may not exceed 80 hours in one fiscal year. Employee must have a minimum balance of 80 hours remaining after an amount of vacation time is sold back to Linn County.</p> <p>Employee will receive a separate check. Request must be received by the 10th of the month preceding the month that the funds are issued.</p>	Continuous Service	Equivalent	month	0-48 months	0 - 4 years	8.67	49-143 months	5 – 11 years	11.33	144-239 months	12 – 19 years	14.67	240 months & above	20 + years	16.00
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LEAVE BENEFITS CONTINUED

Sick Leave	<p>After completing 3 full months of service at Linn County, employees are eligible to use their accumulated sick leave. Sick Leave accruals are as follows:</p> <table border="1" style="margin-left: 40px;"> <thead> <tr> <th style="background-color: #ffff00;">Monthly Accrual Rate</th> <th style="background-color: #ffff00;">Annual Accrual Rate</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">8 hours</td> <td style="text-align: center;">12 days per year</td> </tr> </tbody> </table> <p>Sick leave will begin accruing immediately and eligible for use after 1 month of employment. No maximum accrual. One additional paid Personal Day if non-union member goes one year without using sick time.</p>	Monthly Accrual Rate	Annual Accrual Rate	8 hours	12 days per year
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8 hours	12 days per year				
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.				
Personal days	<p>Employees immediately receive Personal Days In lieu of Holidays</p> <table border="1" style="margin-left: 40px;"> <thead> <tr> <th style="background-color: #ffff00;">Personal Days</th> <th style="background-color: #ffff00;">Annual Accrual</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">8.666 hours per month</td> <td style="text-align: center;">13 days per year</td> </tr> </tbody> </table> <p>Total Maximum accrual- 104 hours</p>	Personal Days	Annual Accrual	8.666 hours per month	13 days per year
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OTHER BENEFITS					
Employee Assistance Programs	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.				
Flexible Spending Plan (125) FSA	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.				
Longevity Incentive	<p>All full time employees will receive premium pay in recognition of years of service, after completing:</p> <p>10 years of employment - 2.5%</p> <p>15 years of employment – 2.5% (for a total of 5.0%)</p> <p>20 years of employment, - 2.5% (for a total of 7.5%)</p> <p>This is calculated by base salary.</p>				
HRA/VEBA	Effective July 1, 2024, Linn County will make a 2% contribution of each employee’s base wage into each employee’s HRA/VEBA account.				

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>

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 20 hours per week shall accrue vacation on a pro-rated basis. See the Collective Bargaining agreement for complete information.