

	<p>hours vacation earned each year.</p> <p>Maximum vacation hours accrued is forty-five (45) working days or 360 hours.</p> <p>Two (2) times per year, an employee may elect to sell back accrued vacation subject to the following: Total vacation sold back may not exceed eighty (80) hours in one fiscal year. Employee must have a minimum balance of eighty (80) hours remaining after an amount of vacation time is sold back to the County. Employee may elect to receive a separate check or have the amount added to the regular monthly pay check.</p>
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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;">1 day per month</td> <td style="text-align: center;">12 days per year</td> </tr> </table> <p style="text-align: center;">Maximum accrual is 1,500 hours</p>	1 day per month	12 days per year
1 day per month	12 days per year		

Bereavement Leave	<p>If an employee must lose work because of a death of a person with whom the employee has a close familial relationship, the employee is authorized to request up to three (3) day, extended to five (5) if travel in excess of 200 miles is required.</p>
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Holiday Time	<p>Employees immediately receive paid holidays per calendar year as follows:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">New Year’s Day</td> <td style="text-align: center;">Veterans’ Day</td> </tr> <tr> <td style="text-align: center;">Martin Luther King Day</td> <td style="text-align: center;">Thanksgiving Day</td> </tr> <tr> <td style="text-align: center;">President’s Day</td> <td style="text-align: center;">Christmas Eve afternoon & Christmas Day</td> </tr> <tr> <td style="text-align: center;">Memorial Day</td> <td style="text-align: center;">Floating Holiday</td> </tr> <tr> <td style="text-align: center;">Independence Day</td> <td style="text-align: center;">Floating Holiday</td> </tr> <tr> <td style="text-align: center;">Labor Day</td> <td></td> </tr> </table>	New Year’s Day	Veterans’ Day	Martin Luther King Day	Thanksgiving Day	President’s Day	Christmas Eve afternoon & Christmas Day	Memorial Day	Floating Holiday	Independence Day	Floating Holiday	Labor Day	
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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.</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 10 years of employment. An additional 2.5% will be given after completing 15 years of employment. And an additional 2.5% will be given after completing 20 years for a total of 7.5%.</p>

Teamster Dues—A onetime \$100.00 initiation fee is payable following (1) one full month of employment and thereafter, monthly dues vary according to range and step.