



Clermont County
Employee Benefits Handbook
2014

FOR DETAILED INFORMATION: www.oe.clermontcountyohio.gov

or

Visit the County Intranet SharePoint / Human Resources site.

The benefits illustrated are available to the majority of Clermont County employees and are based on policies approved by the Board of County Commissioners. If you are employed within the office of another Elected Official or part of a collective bargaining unit (union), some of the information herein may not apply to you due to specific conditions included in your individual agreement and/or department policies. Refer to your department head or collective bargaining agreement for specific information.

The Clermont Board of County Commissioners is pleased to be able to offer you and your family the opportunity to participate in a comprehensive benefits package which provides several benefits to you at no cost, while you share in the cost of others. Clermont County’s contribution to your benefits represents a significant part of your total compensation.

TABLE OF CONTENTS:

Eligibility..... 3

New Enrollments 4

Open Enrollment..... 4

Changing Your Benefit Elections Mid-Year 4

Termination of Benefits / Change in Status..... 4

Pre-Tax Deductions..... 4

Benefit Plans:

1) Medical 5

2) Dental 6

3) Vision 6

4) FSA-Health (Flexible Spending Account-Health) 6

5) FSA-Dependent Care (Flexible Spending Account for daycare expenses) 6

6) HSA (Health Savings Account) 6

7) Employee Life and AD&D Insurance (Accidental Death & Disability) 7

8) Voluntary Life and AD&D Insurance..... 7

9) County Provided Long Term Disability Insurance (LTD) 7

10) Voluntary STD & LTD Insurance (Short & Long Term Disability) 7

Other Benefits:

11) Vacation Schedule 8

12) Holiday Schedule 8

13) Personal Day..... 8

14) Earned Personal Day 8

15) Sick Leave 8

16) FMLA Leave 8

17) Donated Leave..... 8

18) Other 8

19) EAP (Employee Assistance Program)..... 9

20) Tuition Assistance..... 9

21) Retirement Benefits 9

22) Workers Compensation / Wage Continuation 9

23) COBRA Rights Notice 9

WHO IS ELIGIBLE?

Employees: All full time, permanent employees working 35 or more scheduled hours a week are eligible to enroll.

Dependents: Your dependents are eligible for coverage if you elect to enroll in the plans. Generally, your eligible dependents include:

- Your legal spouse (per Federal Guidelines)
- Medical: Your children up to the age of 26.
- Dental, Vision & Child Life Ins: Your children up to the age of 19, or up to the age of 25 if full time students.

IMPORTANT NOTICE ABOUT DEPENDENT COVERAGE:

According to IRS rules, you must notify Clermont County of any change in your dependent's eligibility status within 31 days of the change. Failure to report the change within the 31 day period can result in the loss of your dependent's COBRA Rights for continuing coverage.

Additionally, an employee could be subject to imputed income if the dependent child does not meet the Qualifying Child definitions listed below:

A Qualifying Child is one who:

- Is related to the taxpayer – ex: natural child, adopted or foster child, step-child, legal guardianship, and....
- Is under age 26 (under 25 for non-medical plans); or is permanently and totally disabled, and.....
- Does not provide over half of his/her own support, and
- Has the same principal residence as the taxpayer for more than half the year.

Documentation:

If you add a new dependent (someone not currently covered), you must provide documentation showing he or she is an eligible dependent. Examples of required documentation:

- Spouse: Official marriage certificate or license.
- Child: Birth certificate or legal documentation (adoption, guardianship, support order, etc.)
- Disabled child (disabled prior to becoming ineligible for coverage due to age and also over benefit age limit): Certificate of disability issued by Social Security.
- 19-25yrs (child): full-time Student verification* when adding to dental, vision or child life.

Dependent Child Coverage ends at the end of the month* in which the child:

1. Medical: reaches age 26.
2. Dental, Vision, Child Life:
 - Reaches age 19; or age 25 if a full-time student (supporting documentation is required**);
 - Graduates; withdraws from school; reduces attendance below 12 credit hours.
 - No longer meets the IRS definition of a "Qualifying Child" (*see definition above*)

**It is the employee's responsibility to notify Clermont County when their covered dependent is no longer eligible for coverage (within 30 days of the event).*

***Full-time student documentation must include: name of accredited school; list the semester/quarter; and provide enough information to show that the child is enrolled as a full-time student (12 or more credit hours).*

ENROLLING FOR COVERAGE:

IMPORTANT: All employees are required to complete the enrollment process electronically via the Employee Self-Serve portal (ESS).

New Hires: Coverage begins on the first day of the month following a 60 day waiting period from your hire date. Ex: If you were hired on 2/1/2014, your benefits would be effective 4/1/2014 (this is your “eligibility date”); however, if you were hired on 2/12/2014, your benefits eligibility date would be 5/1/2014.

- 30 days prior to your eligibility date you will receive an email notification that the system is set up to accept your elections. The email will include a direct link to the site.
- You have 30 days from your eligibility date to elect your benefits; *however, it is recommended that you elect coverage ASAP (after receipt of the link) to avoid delays with ID cards, coverage and to avoid possible payroll back-deductions.*

Newly Eligible: Follow the instructions given for ‘New Hires’ above, however, eligibility is as follows:

- Employees moving from part-time to full-time: Coverage begins on the first day of the month following change in status, provided that the employee has worked at least 60 days.
- Return from disability or military leave: Coverage begins immediately.

Open Enrollment: The County holds an “open enrollment” period at the end of every calendar year to allow employees to make changes to their medical, dental, vision, FSA, and/or HSA elections.

Employees who are already enrolled in the voluntary life plans may be eligible to increase their coverage by up to \$20,000, up to the guaranteed issue amounts, without needing to submit medical information (*see the voluntary life section for further details*) during the open enrollment period.

All benefit eligible employees are required to complete the open enrollment benefit selection process, even if waiving all coverage.

Open enrollment benefit changes/elections become effective on January 1st of the following year.

Mid-Year Changes Due to a Qualifying Event (QE):

A QE is a circumstance which affects your family status or income, such as marriage, birth, adoption, legal separation, divorce, death, loss of other coverage, newly available coverage, etc. In most instances, qualifying events must be reported by you within 30 days of the actual event (Medicare/Medicaid eligibility is extended to 60 days). You will report a ‘QE’ through ESS (employee self-serve). Just click on the ‘benefits’ icon and then the link provided at the top of the page. Select the appropriate qualifying event from the drop-down box and enter the event date. Send your supporting documentation to the Employee Benefits Dept.; when your event has been approved you will receive an email with a link to allow you to make your changes. *Note: the changes you make must align with the event you are reporting, EX: if your spouse loses his/her medical, the only change you can make is to add him/her to your medical, the QE does not allow you to also add vision or dental benefits, likewise, it doesn’t permit you to add other dependents unless those dependents were also impacted by the spouse’s loss of coverage or have their own qualifying event.*

Pre-Tax Deductions: Clermont County participates in Section 125 of the Cafeteria plan under the IRS. Section 125 permits you to pay for medical, dental, vision, flexible spending accounts and health savings accounts with ‘pre-tax’ dollars, effectively lowering the amount of income tax you will pay. Section 125 rules prohibit any change to pre-tax elections during the plan year except in the case of a QE (qualifying event) – the only cafeteria 125 plan that is permitted to be changed without a QE is the HSA (health savings account).

Note: Voluntary life is not a pre-tax benefit and can be dropped or decreased at any time.

When Coverage Ends: All health and life insurance benefits will end on the last day of the month in which you terminate county employment, retire, or become ineligible for benefits. Dependent coverage will end on the day of the event when the event is divorce, legal separation or death of dependent; dependent coverage for all other QE’s will end on the last day of the month in which the dependent becomes ineligible for coverage.

HEALTHCARE BENEFITS

Keeping healthcare costs in check while still providing good coverage is a struggle for most employers in the USA today. Funding for government entities has additional disadvantages when compared to private employers, mainly because 'for profit' businesses can simply increase the cost of their product to cover their operating costs, including wages and benefits. Government entities contain no 'profit-centers' and must budget based solely on expected income from taxes, federal & state funding, grants, etc. so funding for fringe benefits must be contained as much as possible.

2014 Employee Medical, Dental and Vision Payroll Deductions (2x per month):

Coverage	MEDICAL PLANS		DENTAL HMO PLAN	VISION PLAN
	NPOS Co-Pay	CDHP w/ HSA	(in-network only plan)	
Employee Only:	\$25.67	\$20.33	\$12.56	\$2.97
Employee + Children:	\$85.78	\$67.91	n/a	n/a
Employee + Spouse:	\$102.93*	\$81.49*	n/a	n/a
Family:	\$123.24*	\$97.56*	\$35.14	\$7.49

*A spousal 'surcharge' of \$25.00 per pay (2x per month) will be applied if you elect coverage for a spouse who has other coverage available to them (surcharge does not apply to Medicare, Medicaid or Tri-Care participants). A signed 'Certification Form' is required to add your spouse to the county's medical plan.

MEDICAL COVERAGE - HUMANA

Your health and the health of your family are important and we recognize that families have different needs and priorities, that's why Clermont County offers two excellent medical plans to choose from, both designed to help you budget while allowing you and your dependents obtain the care you need, when and where you need it.

NPOS CO-PAY Plan: This is a 'traditional' copay plan which has set percentage fees for in-network office visits, prescription drugs, etc., and allows you to decide where you'll go for treatment. Utilizing in-network providers will give you the best value for your money. You can choose to pair this plan with a healthcare FSA (*see info on FSA's on page*), which will allow you to set aside a portion of your paycheck, pre-tax, to cover the cost of your out-of-pocket medical, dental and vision expenses.

CDHP (Consumer Driven Healthcare Plan): The CDHP is a plan that can easily be budgeted for, the most you would have to pay out of pocket in a single year is \$2,500 for one person and \$5,000 for the entire family. Its best feature is that it can be paired with a Health Savings Account (HSA) and a Limited FSA. The HSA Below is a brief comparison for each option.

We encourage you to review the SBC's and Plan Summaries for each plan before making your decision, these documents and additional information can be found on the county's HR web page: www.oe.clermontcountyohio.gov

	NPOS – Copay Plan		CDHP w/Optional HSA Plan	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Preventative Care:	Plan Pays 100%	60% after deductible	Plan Pays 100%	70% after deductible
Deductible:	\$750 Single \$1,500 Family	\$1,500 Single \$3,000 Family	\$2,500 Single \$5,000 Family	\$5,000 Single \$10,000 Family
Coinsurance: (After Deductible)	Plan Pays 80% You Pay 20%	Plan Pays 60% You Pay 40%	Plan Pays 100%	70% after deductible
Office Visit Co-Pays:	\$20 Primary care \$40 Specialist	70% after deductible	Plan Pays 100%	70% after deductible
Medical Out Of Pocket Maximum: (including deductible)	\$2,750 Single \$5,500 Family	\$5,500 Single \$11,000 Family	\$2,500 Single \$5,000 Family	\$5,000 Single \$10,000 Family
Rx (pharmacy):	Copays: \$10/\$30/\$50/25%	70% after co-pay.	Plan pays 100% after deductible is met.	100% after deductible is met.
Rx Out of Pocket Maximum:	\$3,500 per person \$7,000 per family	n/a		
Behavioral Health				
Inpatient Covered Services:	Plan Pays 80% after deductible	60% after deductible	Plan Pays 100%	70% after deductible
Outpatient & office therapy:	100% after \$40 copay per visit.	60% after deductible		

DENTAL INSURANCE – DENTAL CARE PLUS*

The dental plan requires the member to seek services through an 'in-network' dentist. There are over 1,000 dentists in the Greater Cincinnati area to choose from. Plan details are posted on the county's HR web page and will also be included with your ID card or visit: www.dentalcareplus.com

Maximum Benefit Per Year:	\$1,000 per covered member
Preventative Benefits: Cleanings; Routine X-rays, etc.	Plan pays 100%
Basic Benefits: Diagnostics; Extractions; Periodontics; Endodontic, etc.	Plan pays 80%
Major Benefits: Oral Surgery; Prosthodontic; Restorative; etc.	Plan pays 50%
Orthodontics:	Not covered

VISION INSURANCE – EYEMED*

Services can be obtained with any provider; however, you will receive the highest level of benefits if you use an in-network provider. Plan details are posted on the county's HR web page and will also be included with your ID card or visit: www.eyemedvisioncare.com

Annual Exam with Dilation:	\$10 copay
Standard Plastic or Polycarbonate Lens:	\$25 copay
Standard Progressive Lens:	\$90 copay
Additional copays apply for options such as Tint, UV, etc.	
Frames: (1 every 24 months):	Plan pays up to \$120; Plan pays 20% of cost over \$120
Contact Lens:	
Conventional:	Plan pays \$120 + 15% of balance
Disposable:	Plan pays \$120
Medically Necessary:	Plan pays 100%

*** These benefits are not available to DJFS AFSCME employees – see your Union Rep for AFSCME benefits.**

FSA's (Flexible Spending Accounts) and HSA's (Health Savings Accounts) – How can they benefit you?

Even the most comprehensive benefit plans do not cover all expenses. Participation in one or more of these accounts will allow you to set aside some of your income on a pre-tax basis to pay for healthcare and/or daycare expenses not covered by your other benefit plans. **Here's how they work:** The amount you contribute to one or both of these accounts is deducted from your paycheck before federal, state and local taxes are withheld; income tax is then calculated only on the balance remaining. By participating in this type of plan, not only do you reduce your taxable income, but you also have money readily available to pay healthcare and/or dependent care expenses using tax free dollars.

FLEXIBLE SPENDING ACCOUNTS (FSA)

Healthcare Accounts allow you to save for expenses not covered by your benefit plans, including: deductibles, copays, orthodontics, etc. The maximum annual contribution is \$2,500. Unused funds up to \$500 can be "rolled over" for use in the following year; the \$500 does not accumulate from year to year; unused funds in excess of \$500 are forfeited. Claims must be submitted by March 31st of the following year to be paid. Once elected, payroll contributions cannot be changed until the following year, so be careful not to over contribute!!

If your spouse has an active HSA, you cannot have an FSA

Dependent Care Account allows you to save for daycare services for children under the age of 13 and/or a disabled spouse or parent, while you work. Funds can be used for daycare, pre-school, summer day camp and elder care. The annual maximum contribution is \$5,000 per family. Unlike the healthcare account, funds for daycare must actually be in the account before you can access them. Unused funds at the end of the calendar year (unclaimed by March 31st) are forfeited.

'Benny' Debit Card: The 'Benny Card' is a MasterCard debit card, provided at no cost to you, that allows you to access the funds in your account. You can also choose to file paper claims.

Open Enrollment: Only new participants will receive a 'Benny' debit card. Existing debit cards will be 'recharged' on the first day of January each year that you re-enroll. A \$10 per card charge applies for lost or additional cards.

Contact Chard-Snyder to order a replacement: 513-459-9997

Termination: Funds in your FSA can be claimed for up to 30 days from the last day of the month in which your employment ends – claims must have occurred prior to date of termination. Any funds remaining after 30 days are forfeited.

HEALTH SAVINGS ACCOUNTS (HSA)

To participate in the HSA, you must elect the CDHP medical plan. The HSA is similar to the Healthcare FSA, in that it is a vehicle that you can use to save money on a pre-tax basis for out of pocket expenses for medical, dental and vision care. However, there are also significant differences:

- Employees enrolled in the single CDHP medical plan can save up to \$3,300; all other tiers can save up to \$6,550.
- You can change your payroll contribution at any time.
- If you are over age 55, you can save an additional \$1,000 per year.
- **Employees enrolled in Medicare are not eligible for the HSA**
- **If your spouse has an active FSA, you cannot have an HSA.**
- The funds rollover year to year and have unlimited accrual so you can save for future medical, dental and vision expenses.
- When you leave employment, your funds go with you.
- The funds draw interest if they remain in your account.
- There are some investment opportunities once you have a specific amount saved in your account.
- If you move from the CDHP to the Copay Plan or if you waive coverage during open enrollment, you can still access funds already in the account, but you cannot make any further contributions.

NOTE: Employees electing the HSA must complete the [Park National Bank application](#) and take it to a [Park National Bank location](#) or forward it to the Employee Benefits Coordinator with a copy of their driver's license.

EMPLOYEE LIFE & AD&D INSURANCE*

Basic Employee Life & AD&D Coverage:

As a full-time Clermont County employee, you automatically receive \$25,000 in basic life insurance and an additional \$25,000 in AD&D coverage (accidental death & dismemberment), at no cost to you.

***County Basic life does not apply to CCDD employees – CCDD employees see your personnel dept. for details of your life ins. plan.**

Employee Voluntary Life and AD&D Coverage:

In addition to the County provided life insurance, you can elect to enroll in the voluntary life & AD&D plan. The cost is based on your age and the level of coverage you elect. Coverage is available in \$10,000 increments up to 5x your annual salary, not to exceed \$250,000. You are guaranteed coverage of up to \$150,000 (but not more than 5x annual salary) if you elect coverage when you first become eligible for benefits. **Any amount over \$150,000 must be approved by the insurance carrier** (see the “EOI” section below for details). To determine the level of coverage and the associated cost see the “rate sheet” posted on the county’s HR web page:

www.oe.clermontcountyohio.gov.

DEPENDENT LIFE & AD&D INSURANCE

If you elect voluntary employee life insurance through Clermont County, you also have the option to purchase coverage for your spouse and/or dependent children (up to age 19, or 25 if a full time student).

Voluntary Spouse Life & AD&D Coverage: Coverage is available in increments of \$10,000 up to a maximum of \$100,000. The cost is based on your spouse’s age and level of coverage elected. Your spouse is guaranteed coverage of up to \$50,000 (but not more than your coverage) if you elect coverage when you first become eligible for benefits.

Amounts over \$50,000 must be approved by the insurance carrier (see the “EOI” section below for details).

Child Life & AD&D Coverage: Coverage is available in \$5,000 increments up to a maximum of \$20,000. The plan uses a flat rate and one policy covers all eligible children.... Ex: \$10,000 Child Life is \$.60 per pay regardless of age and whether you are covering one child or multiple children.

GI (GUARANTEED ISSUE) AMOUNT

If electing voluntary life coverage when you first become eligible for benefits, medical information (EOI) is not required unless electing more than the ‘GI’ amounts listed below:

- Employee: up to 5x annual salary, but not more than \$150,000.
- Spouse: up to \$50,000, but not more than the employee’s coverage.
- Children: up to \$20,000, but not more than the employee’s coverage.

EOI FORM (EVIDENCE OF INSURABILITY)

You can apply for coverage beyond the “GI” amounts listed above by submitting an EOI form. The EOI form must be approved by the insurance carrier before the coverage will be effective. The limits for coverage with an approved EOI are as follows: up to \$250,000 (but not more than 5x annual salary) for employee; and up to \$100,000 for spouse (cannot be more than employee’s coverage). An EOI form is required for any level of coverage if you are a “late enrollee” (late enrollee is someone who requests coverage at any time other than when newly eligible for benefits). Submit completed form to the Employee Benefits Coordinator, HR.

PERMITTED VOLUNTARY LIFE INSURANCE CHANGES DURING OPEN ENROLLMENT

Current Participants: every open enrollment period you can increase your employee and spouse coverage by up to \$20,000 up to the “GI” amount without an EOI; for coverage over the “GI” amount, you must submit an EOI form. You can increase your existing child life by \$5,000

New Coverage: Employees who would like voluntary life but who did not initially elect it must submit an EOI form to the Employee Benefits Coordinator. Coverage will become effective only when/if approved by the insurance carrier. This applies to employee, spouse and/or child life coverage.

LONG TERM DISABILITY INSURANCE (LTD)

Clermont County provides you with LTD insurance until you have 5 years of OPERS service. The plan pays after 182 days of a qualifying illness; the plan pays 60% of your gross monthly pay up to a maximum of \$5,000 per month. Employees with 5 or more years of service may qualify for a similar benefit through the Ohio Public Employees Retirement System.

VOLUNTARY SHORT TERM (STD) & LONG TERM DISABILITY (LTD)

Clermont also offers voluntary STD & LTD insurance plans:

Option 1: STD coverage that pays after the 30th day of a qualified disability for up to 6 months per occurrence.

Option 2: LTD coverage begins after 180 days of a qualified disability for up to a period of 2 years.

For information and rates, call the provider: 513-842-0725

VACATION

Vacation leave accrual is based on years of service and work schedule. An employee who works 40 hours per week and has 7 or fewer years of employment will accrue at the rate of 3.0769 40 hours per anniversary year; whereas an employee who works 35 hours per week will receive 70 hours vacation after one year of service then begin accruing vacation at a rate of 70 hours per anniversary year. The accrual increases after 8, 15 and 25 years of service.

Years of Service	Rate of Accrual per 80 hours worked	Examples: (Based on a 40 hr. / 5 day week)
1 - 7 Years:	3.0769 hrs	10 – 8 hr days
8 - 14 Years:	4.6154 hrs	15 – 8 hr days
15 - 24 Years:	6.1538 hrs	20 – 8 hr days
25+ Years:	7.6923 hrs	25 – 8 hr days

PERSONAL DAY*

Full-time employees are entitled to one personal day (8 hours) per year, awarded on January 1st. This day must be used by the end of the calendar year. If you are on probation as of January 1, you will be awarded eight hours of personal leave when you successfully complete probation.

EARNED PERSONAL DAY*

Full-time employees, who work 182 days (six months) without using any sick leave, will receive one 8 hour 'earned personal day'. You may receive up to two earned personal days per year. Earned personal days must be used within one calendar year of the issue date.

SICK LEAVE

Full-time employees receive up to fifteen days of sick leave per year (12 months) this leave is accrued at 4.6 hours per 80 hours worked. Part-time employees receive sick leave at a reduced amount based on hours worked. Unused sick leave can be carried over to the next year up to an unlimited number of hours.

FAMILY MEDICAL LEAVE ACT:

- Clermont County complies with the federally mandated "Family Medical Leave Act" also known as FMLA.
- FMLA is a protected leave which provides you with job security for up to 12 weeks should you find it necessary to take a qualified personal or family medical leave.
- FMLA is only paid time off if you also have sick, vacation, personal, earned personal or comp time available – otherwise it is unpaid leave.
- To be eligible you must have at least one year of employment with Clermont County and at least 1250 hours worked (equates to about 24 hours per week) within the 12 months immediately prior to taking FMLA protected leave.
- To ensure you are protected complete and return all necessary documentation within the allotted time frame.

LEAVE DONATION*

- An employee who has an extended period of absence for a serious personal illness or to assist a seriously ill immediate family member and has exhausted all available paid leave, maybe eligible to receive voluntarily donated leave from co-workers based on the 'County Leave Donation' policy.
- Only employees who have over 240 hours accrued may donate and the donation must be approved.
- There are limitations to the Leave Donation policy such as the donation cannot crossover from one elected official's organization to another. Ex: a Board of County Commissioner's employee would not be able to donate to an employee of the Sheriff's office; an employee of DJFS cannot donate to an employee at CCDD, etc.

HOLIDAYS*

BCC Full-time employees are entitled to ten paid holidays per year. Due to the nature of some County services your position may require you to work on holidays; however, you will be compensated for working the holiday either with comp time or in monetary form.

Board of County Commissioners Observed holidays are:

- ❖ New Year's Day
- ❖ Martin Luther King, Jr. Day
- ❖ Presidents' Day
- ❖ Memorial Day
- ❖ Independence Day
- ❖ Labor Day
- ❖ Veteran's Day
- ❖ Thanksgiving Day
- ❖ Friday after Thanksgiving
- ❖ Christmas Day

OTHER LEAVE*

- Election Day paid leave for poll workers is available to non-bargaining employees (with department head's approval). If you volunteer as a poll worker on election day you would be paid your regular wages for that day without having to take sick, vacation or comp time. You will also receive the poll worker compensation.
- Clermont County also has military, jury and personal leave allowances.
- Unpaid Leave - Personal, Education, Family and/or Medical
- Check the policies for individual situations.

***These are standard benefits for BCC employees; DJFS employees and employees of other Elected Officials may have different leave schedules – please see your personnel manager or your supervisor for details.**

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Counseling services (up to 5 visits per year) provided to Clermont County employees and their immediate family members through CONCERN – paid by Clermont County. These services are 100% confidential; no identifiable information is forwarded to your employer. CONCERN is staffed by trained professional. Services include:

- Personal & Mental Health
- Grief Counseling
- Work Related Issues
- Anger Management
- Conflict Resolution
- Personal and Group Help Available
- Drug, gambling, alcohol addictions
- Retirement Planning
- Locating Dependent Care
- Relocation
- Career Assessments

TUITION ASSISTANCE PROGRAM

- After the successful completion of your probationary period and with the approval of your manager, you can apply for tuition reimbursement toward the cost of furthering your education.
- The annual limit is \$2,000 and comes with a \$50 per month work commitment.
- Basically this means for every \$50 you receive, you are expected to work one month – ex: if your reimbursement is \$250, your work commitment would be 5 months.

The percentage paid is based on your grade (up to \$2000 Reimbursed per year):

- A = 75%
- B = 65%
- C = 60%

RETIREMENT

PUBLIC EMPLOYEES RETIREMENT SYSTEM (OPERS)

As a County employee, you will participate in the Ohio Public Employees Retirement System (OPERS) in lieu of Social Security. Information will be sent to you directly from OPERS within your first three months of employment. The information package will explain in detail the benefits and the election options available, the timeline and how to elect.

Note: Prior service in the public sector, including military service, may qualify towards your applied service time. If you have public service within Ohio or with the military, contact OPERS directly at 800-222-7377 or www.opers.org, or the Benefits Office at 732-7981 for details.

DEFERRED COMPENSATION PLANS

In addition to OPERS, the County offers access to participation in deferred compensation plans. These plans allow you to set aside a portion of your income on a pre-tax basis to supplement your retirement benefits. The three available plans (listed below) offer you investment options, such as a fixed rate of return, variable annuity and mutual fund plans.

1. State of Ohio Public Employees Deferred Compensation Plan: Ohio Public Employees Deferred Compensation Program (OPEDC): 1-877-644-6457
2. County Commissioners Association of Ohio Deferred Compensation Plan: County Commissioners Association of Ohio Deferred Compensation Program (CCAO): 1-800-284-04441
3. International City / County Management Association: International/Inter City/County Management Association (ICMA): 1-866-339-8796

WORKERS' COMPENSATION / WAGE CONTINUATION

- Workers Comp: The County provides coverage through the Bureau of Workers Comp. This coverage can provide compensation benefits in the event you suffer a compensable on-the-job injury or suffer from an occupational illness directly related to your occupation.
- Wage Continuation: This is an alternative to temporary total compensation offered by the Bureau of Workers Compensation. You may apply to receive disability benefits up to a maximum period of twelve weeks.

COBRA RIGHTS

Notification of your COBRA Rights and the COBRA Rights of your covered dependents is provided to you in the Compliance Package you will be provided as a new hire. A copy will also be mailed to your home within a few weeks of your benefit eligibility date. The COBRA Initial Rights document is also posted on the County's Human Resources web page and is also published in the medical summary plan description documents.

If you have questions regarding COBRA coverage, please contact the Benefits Office: 732-7981

DIRECT DEPOSIT

Your paycheck will be directly deposited to the bank or credit union of your choice. You'll need to complete the authorization form provided with your new hire packet of information as soon as possible after your hire date.