

GREAT PARKS OF HAMILTON COUNTY

FULL TIME Employees Benefit Summary 2019



PRIMARY BENEFITS

Health Care	<p>Great Parks of Hamilton County Health Plan is administered by Custom Design Benefits</p> <ul style="list-style-type: none">• Co pay based plan• Max out of pocket: \$4,000/\$8,000• Eligibility: First of the month following full time hire date <p>BI-WEEKLY COSTS: Single - \$31.81 Family - \$94.66</p>
Health Care Incentive	<p>Full-time employees able to obtain health insurance through another company may choose to waive medical coverage with Great Parks of Hamilton County and instead receive a monthly payment for approximately one half the premium amount that GPHC would pay for that employee's medical coverage. Incentive paid on 2nd paycheck of every month.</p> <p>EMPLOYEE + FAMILY: \$423.00 EMPLOYEE ONLY: \$153.00</p>
Dental Care	<p>PPO/National Network Plan through Delta Dental. Eligible first day of the month following full-time hire date; must enroll within 30 days of eligibility or wait for open enrollment. Dental plan includes vision discount program.</p> <p>BI-WEEKLY COSTS: Single - \$1.75 Family - \$5.53</p>
Vision Care	<p>PPO plan available through Ameritas (VSP or EYEMED network). Eligible first day of the month following full-time hire date; must enroll within 30 days of eligibility or wait for open enrollment.</p> <p>BI-WEEKLY COSTS: Single - \$3.14 Family - \$7.86</p>
Life Insurance	<p>Basic Life and AD&D policies are provided through Minnesota Life Insurance Company. Full-time employees eligible upon hire; must enroll within 30 days of eligibility.</p> <ul style="list-style-type: none">• \$20,000 term life policy• \$20,000 accidental death and dismemberment policy <p>MONTHLY COSTS: Basic Life Plan (Employee Only Coverage) - No Cost - 100% employer paid</p> <p>A voluntary, supplemental plan is also available through Minnesota Life or Cincinnati Life Insurance Company. Employee pays full premium for voluntary life plan through payroll deduction. Full-time employees eligible upon hire; must enroll within 30 days of eligibility. Cost dependent upon amount purchased, full cost paid by employee.</p>
Sick Leave	<p>Earned 4.6 hours for every 80 worked (15 days annually); accruals begin immediately. Unused sick time is carried over from year to year. One quarter of unused hours are paid out only in the case of retirement up to a maximum of 480 hours.</p>
Holidays	<p>10 paid holidays per year - 8 hours each. Immediate eligibility. Holidays worked result in Holiday Comp Time; must be used before April 1st of the year following in which it is earned.</p>
Personal Day	<p>One paid personal day per year - 8 hours; immediate eligibility. Must be used by the last of the payroll year in which it is earned.</p>
Vacation Leave	<p>Vacation is accrued as follows:</p> <ul style="list-style-type: none">• 0-7 Years = 3.10 hours per 80 hours of employment (80 hours/year)• 8-14 Years = 4.62 hours per 80 hours of employment (120 hours/year)• 15-24 Years = 6.20 hours per 80 hours of employment (160 hours/year)• 25+ Years = 7.70 per 80 hours of employment (200 hours/year)

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Vacation (cont.) Employees with prior service with the State of Ohio (ORC 9.44) may have their previous years of service reviewed to receive a rate adjustment per our *Prior Public Service* policy. Vacation time may be accumulated up to a max of 2 years of employee's current applicable level.

Retirement GPHC employees are required to join OPERS (Ohio Public Employee Retirement System).

- 10% (13% for law enforcement) is deducted from paychecks for this benefit
- GPHC contributes additional 14% (18.1% for law enforcement) for the employee

This deduction is non-taxable income for full-time employees only. Employees are not required to pay into Social Security while working for GPHC.

An employee may retire at age 57 with 25 years of service (reduced benefits) or at age 57 with 32 years of service (full benefits); age 62 with 5 years of service (minimum).

Law Enforcement/ Ranger employees may retire at age 48 with 25 years' service credit. Visit <https://www.opers.org> for more details on vesting schedules by plan type.

SECONDARY BENEFITS

Credit Union Cin-Fed offers a wide range of banking services including checking and/or savings accounts, debit/credit cards, home loans, car loans, certificates of deposit and IRA accounts.

Deferred Compensation Plans are available from VOYA (ING Financial), Ohio Public Employees Deferred Compensation and County Commissioner's Deferred Compensation. Plans permit employees to have tax-deferred deductions from their paychecks. Enrollment must be done by the company's agent.

Direct Deposit Mandatory direct deposit to checking or savings account. Paper paychecks will not be printed.

Employee Assistance TriHealth's CONCERN EAP (Employee Assistance Program) is a free, confidential program available to assist employees and their immediate family with personal problems such as alcohol, drugs, mental health, finances, marital and children. Contact CONCERN at (513) 891-1627 to schedule a confidential appointment.

Fitness Room Available for use by GPHC employees only. Located at Winton Centre.

Park Discounts A 10% employee discount is available at all Park District's Nature Niche shops and at mini-niches, snack bars and certain merchandise in the golf pro shops.

Motor Vehicle Permits Two motor vehicle permits are provided each year.

Recreation Usage Recreation privileges are available for FT employees, spouse and children under age 21 who live with parent(s). Guest privileges available. See Employee Handbook for details.