GREAT PARKS OF HAMILTON COUNTY
FULL TIME Employees Benefit Summary 2020

PRIMARY BENEFITS

Health Care
Great Parks of Hamilton County Health Plan is administered by Custom Design Benefits
- Co pay based plan
- Max out of pocket: $5,000/$10,000
- Eligibility: First of the month following full time hire date

BI-WEEKLY COSTS: Single - $37.19 Family - $104.13

Spouses of employees are not eligible for the health plan if they are eligible for coverage that is considered to be Minimum Essential Coverage (as defined by the Affordable Care Act) through their own employer.

Flexible Spending Accounts
Separate Health Care and Dependent Care accounts are available allowing employees to set aside pre-tax funds to pay out-of-pocket health care expenses, or employment-related dependent care expenses. The annual maximum contribution is $2750 for health care and $5000 for dependent care.

Health Care Incentive
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.

EMPLOYEE + FAMILY: $423.00 EMPLOYEE ONLY: $153.00

Dental Care
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.

BI-WEEKLY COSTS: Single - $1.75 Family - $5.53

Vision Care
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.

BI-WEEKLY COSTS: Single - $3.14 Family - $7.86

Life Insurance
Basic Life and AD&D policies are provided through Minnesota Life Insurance Company, provided at no cost to the employee.

Voluntary Life Insurance
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 is dependent upon amount purchased, full cost paid by employee.

Employee Assistance Plan
Concern Employee Assistance Plan (Tri-Health) is available to ALL Great Parks of Hamilton County employees. There are no hour or service requirements and it is offered at no cost to the employee.
Sick Leave
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.

Holidays
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.

Personal Day
One paid personal day per year – 8 Hours; immediate eligibility. Must be used by the last day of the payroll year in which it is earned.

Vacation Leave
Vacation is accrued as follows:
- 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)

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
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.

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

Public Service Loan Forgiveness Program
This program forgives the remaining balance of your Direct Loans after making 120 qualifying month payments under a qualifying repayment plan while working full time for a qualifying employer, like Great Parks of Hamilton County. For more information and to learn whether your loans qualify go to: https://studentaid.ed.gov and search for the PSLF program.

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, 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. For more information, please contact Employee Services.

**529 College Advantage Savings Program**
Enrollment Options available for direct deposit into a 529 savings program. To learn more, please contact Employee Services or visit [www.collegeadvantage.com](http://www.collegeadvantage.com).

**Fitness Room**
Located in Winton Centre, available for use by GPHC employees.

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

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

**Recreation Usage**
Recreation provides are available for Full Time employees, spouses, and children {under the age of 21-living with parent}. For more details please see Employee Services or visit the Employee intranet.