



PRIMARY BENEFITS

Health Care

Great Parks' 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 - \$31.41 Family - \$87.42

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 \$3050 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 and instead receive a monthly payment for approximately one half the premium amount that Great Parks 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 - \$0.00 Family - \$0.00

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 - \$3.96 Family - \$9.88

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 American Fidelity. 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.

Supplemental Insurance Plans

Additional supplemental insurance plans include Accident Insurance, Cancer Insurance, Critical Illness Insurance, Short Term Disability, and Long-Term Disability through American Fidelity.

Employee Assistance Plan

Concern Employee Assistance Plan (Tri-Health) is available to ALL Great Parks 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

11 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

Great Parks employees are required to join OPERS (Ohio Public Employee Retirement System). 10% (13% for law enforcement) is deducted from paychecks for this benefit. Great Parks contributes additional 14% (18.1% for law enforcement) for the employee. Employees are not required to pay into Social Security while working for Great Parks.

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.

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. For more information and to learn whether your loans qualify go to: <https://studentaid.ed.gov> and search for the PSLF program.

Credit Union

Cinfed 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.

Fitness Room

Located in Winton Centre, available for use by Great Parks 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.