

# GREAT PARKS OF HAMILTON COUNTY **BENEFIT SUMMARY for FULL-TIME EMPLOYEES**

## PRIMARY BENEFITS

### Health Care

Two plans available through United Healthcare:

- High Deductible Health Plan \$3,000 / \$6,000 Deductible
  - o Includes a Healthcare Savings Account contribution from the Park District of \$900/single, \$2250/family. The account is funded 50% in January and 50% in July. (prorated based on eligibility date)
- PPO \$2,500 / \$7,500 Deductible

Eligibility: First of the Month following employment eligibility date

#### **Monthly Costs:**

HDHP Single - \$52.54

HDHP Family - \$148.70

PPO Single - \$87.25

PPO Family - \$246.90

### Health Care Incentive

Full-time employees, who are 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 current medical coverage. \$5640/yr for family, \$2040/yr for single

### Dental Care

One plan available through The Dental Care Plus Group. Immediate eligibility; must enroll within 30 days of eligibility or wait until open enrollment. Dental plan includes vision discount program.

#### **Monthly Costs:**

Single: \$3.38

Family: \$10.69

### Vision Care

One plan available through United Healthcare. Immediate eligibility; must enroll within 30 days of eligibility or wait until open enrollment.

#### **Monthly Costs:**

Single - \$6.30

Family - \$15.74

### Life Insurance

Basic Life and AD&D policies are provided through Lincoln Life Insurance Company. A \$15,000 term life policy and \$15,000 accidental death and dismemberment policy. Full-time employees are eligible upon hire and must enroll within 30 days of eligibility.

#### **Monthly Costs:**

Basic Life Plan (Employee Only Coverage) – No cost – 100% employer paid

A voluntary, supplemental plan is also available through Lincoln Life or Cincinnati Life Insurance Company. Employee pays full premium for voluntary life plan through payroll deduction. Full-time employees are eligible upon hire and must enroll within 30 days of eligibility. Cost depends on amount purchased, employee pays full cost.

### Sick Leave

Earned at 4.6 hours for every 80 worked (15 days per year). Accruals begin immediately. Unused sick leave is carried over from year to year. One quarter of unused hours are paid out at retirement up to a maximum of 480 hours.

### Holidays

Ten paid holidays per year - 8 hours each. Immediate eligibility. Holidays worked will result in holiday comp time. Holiday comp time must be used before April 1st of next year in which it is earned.

### Personal Day

One paid personal day per year - 8 hours. Immediate eligibility. The personal day 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 per year); 8-14 years = 4.62 hours per 80 hours of employment (120 hours per year); 15-24 years = 6.20 hours per 80 hours of employment (160 hours per year); 25 + years = 7.70 per 80 hours of employment (200 hours per year).

Employees with prior service with the State of Ohio may have their previous years of service reviewed to receive a rate adjustment per our *Prior Public Service* policy in the Handbook. Vacation time may be accumulated up to a maximum of two years of the employee's current applicable level.

### Retirement

Great Parks' employees are required to join OPERS (Ohio Public Employee Retirement System). An amount of 10.0% (13% for law enforcement) is deducted from paychecks for this benefit. GPHC contributes an 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 fifty-seven with twenty-five years of service (reduced benefits) or at age fifty-seven with thirty-two years of service (full benefits); age sixty-two with five years of service (minimum)

Law Enforcement/Ranger employees may retire at age 48 with 25 years pf service credit.

## SECONDARY BENEFITS

### Credit Union

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

### Deferred Comp

Plans available from 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.

### Employee Assistance

Bethesda's CONCERN EAP is a free, confidential program available to assist employees and their immediate family with personal problems such as alcohol, drugs, finances, marital and children. Contact CONCERN at 891-1627 to schedule a confidential appointment.

### Fitness Room

Available for use by employees only. Located at Winton Centre.

### Park Discounts

A 10% discount is available at all of the Park District's Nature Niche shops and at mini-niches; the Park District snack bars and on 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.

### Supplemental Health

AFLAC offers short term disability, intensive care and cancer care plans as a supplement to our existing health care plans. Premiums paid by employee through payroll deduction.

### College Advantage

Through the Ohio Tuition Trust Authority's College Advantage program, an employee can invest for college tuition for use by a child at a later date. Premiums paid by employee through payroll deduction.