



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 - \$56.65 Family - \$126.85

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.

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. The incentive is paid on the last paycheck of every month.

EMPLOYEE ONLY: \$153.00 EMPLOYEE + FAMILY: \$423.00

Flexible Spending Accounts

Separate Health Care and Dependent Care accounts allow employees to set aside pre-tax funds to pay out-of-pocket healthcare expenses or employment-related dependent care expenses. The annual maximum contribution is \$3,400 for health care and \$7,500 for dependent care.

Dental Care

PPO/National Network Plan through Delta Dental. New hires are eligible on the first day of the month following their full-time hire date; they must enroll within 30 days of eligibility or wait for open enrollment.

BI-WEEKLY COSTS: Single - \$0.00 Family - \$0.00

Vision Care

Vision coverage is available through Lincoln Financial (Spectera network). New hires are eligible on the first day of the month following their full-time hire date; they must enroll within 30 days of eligibility or wait for open enrollment.

BI-WEEKLY COSTS: Single - \$2.33 Family - \$5.82

Employer Paid Group Life Insurance

Great Parks provides \$20,000 in Basic Life and AD&D coverage at no cost to the employee through Lincoln Financial Insurance Company.

Voluntary Life Insurance

Lincoln Financial also offers a voluntary supplemental plan. Employees pay the full premium for the voluntary life plan through payroll deduction. New hires are eligible on the first day of the month following their full-time hire date; they must enroll within 30 days of eligibility or wait for open enrollment.

Supplemental Insurance Plans

Lincoln Financial also offers additional supplemental plans, including Accident, Critical Illness, Short-Term Disability, Long-Term Disability, and Hospital Indemnity insurance.

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 employees.

Sick Leave

Earned 4.62 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 maximum of two years of the employee's current applicable level.

Paid Parental Leave

Paid Parental Leave may be requested for bonding with a newborn child or the placement of a child for adoption. The leave may be up to 40 paid workdays (8 full work weeks).

Full-time employees with at least one year of continuous employment with Great Parks, who have worked at least 1,250 hours over the previous 12 months, and who confirm their intent to return to work at the conclusion of the Parental Leave, are eligible. Please see the Employee Handbook for more information.

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 contribute an 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 55 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

Deferred Compensation

Plans are available from VOYA, Ohio Public Employees Deferred Compensation, and Equitable.

Plans permit employees to have tax-deferred deductions from their paychecks. The company's agent must do enrollment. For more information, please contact Employee Services.

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 visit the Employee intranet.

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.