

SUMMARY OF BENEFITS

2013

HEALTH CARE

Our insurance plan is a high deductible plan with Aetna. Single coverage has a \$2,000 deductible and family coverage has a \$4,000 deductible for all employees under Chapter 160. After the deductible is met coverage is a 100% of covered benefits except prescription co-pays of \$10, \$30 or \$50 depending on the Tier of drugs. Monthly premium is \$140 for family insurance and \$58.82 for single. The City contributes up to \$1,750 for single coverage and up to \$3,500 for family into an employee's health savings account to offset the costs of the deductible.

DENTAL

Maximum benefit per person per year is \$1,250. Pays 100% of reasonable & customary for preventive care with Network Dentists. Pays 75% of reasonable & customary for restorative work with Network Dentists. Orthodontic Services (to age 19), pays 75% with a lifetime maximum of \$1,500 per eligible person. Monthly premium is \$6.52

VISION CARE

Covers one eye exam, and new lenses annually (network). Pays for frame (select group) every two years. Monthly premium is \$1.29.

LIFE INSURANCE

City Provides life insurance for each full time employee, benefit is based upon salary and classification.

EMPLOYEE ASSISTANCE PROGRAM

City provides benefits for employees and immediate family members for counseling services. Each family member received up to 8 visits per year.

EDUCATIONAL ASSISTANCE

Provides reimbursement of up to \$2,750.00 per academic year for approved courses earning college credit. Up to \$1000.00 per academic year for approved courses earning other than college level credit. 50% of expense incurred for textbook required for above approved courses will be paid, except non-college level courses have a \$250.00 limit.

RETIREMENT SYSTEM

Retirement benefits for municipal employees are through the Public Employee Retirement System (PERS) and Ohio Police and Fire and Pension (OPFPF)

DEFERRED COMPENSATION

Participation in deferred compensation plans is available. These programs are voluntary and the employee makes all contributions.

TUITION CREDITS

Tuition credits may be purchased for children through payroll deductions with Tuition Trust.

COMP TIME

Eligible employees may choose to take compensatory time for overtime worked in lieu of overtime compensation with appointing authorities approval.

SICK LEAVE

Each full-time employee is to be credited with 4.6 hours of sick leave for each pay period of continuous service to the City. Sick leave shall be at the employee's rate of pay.

SHORT TERM/LONG TERM DISABILITY

The city provides ST/LTD for each non-union full time employee. Short term benefit is 60% of weekly earnings to a maximum benefit of \$1,000 per week. Maximum period of payment is eleven weeks. Long term benefit is 60% of monthly earnings to a maximum benefit of \$6,000 per month. Maximum period of payment is based on age at time of disability.

VACATION

Each full-time employee is entitled, during each year following the first year of service, to earned vacation leave with full pay in accordance with the following schedule:

Completed years of Service	Hours Earned Each year
1-5 years	80
6-11 years	120
12-15 years	160
16 plus	200

HOLIDAYS

The following days shall be considered legal holidays

New Year's Day (January 1)
Martin Luther King, Jr. Day (third Monday in January)
President's Day (third Monday in February)
Memorial Day (Last Monday in May)
Independence Day (July 4)
Labor Day (First Monday in September)
Veteran's Day (November 11)
Thanksgiving Day (fourth Thursday in November)
Day after Thanksgiving Day
Day before Christmas Day
Christmas Day (December 25)
Day before New Year's Day
Personal Day
Any day or part of any day as proclaimed by the Mayor