

**RICHLAND COUNTY CHILDREN SERVICES
2012**

BENEFITS	FT 40/80 hrs	PT 32/64 hrs	PT Less than 32 hrs.
Anthem Blue Cross/ Blue Shield *Deductible \$750/ \$1500 * bi-weekly	<u>Single</u> \$27.76 <u>Family</u> \$83.63	<u>Single</u> \$58.50 <u>Family</u> \$178.42	Not Eligible
VEBA *Health Reimbursement Account *amounts deposited monthly	<u>Single</u> \$25.00 <u>Family</u> \$50.00	<u>Single</u> \$25.00 <u>Family</u> \$50.00	Not Eligible
Health Insurance Buyout *paid annually	\$1,000	\$1,000	Not Eligible
Superior Dental *Vision Discount Included * bi-weekly	<u>Single</u> \$6.71 <u>E + 1</u> \$13.95 <u>Family</u> \$36.40	Not Eligible	Not Eligible
Ohio Public Employee Retirement System (OPERS) *Agency pay 14% *Vested after 5 years *Employee pays 10%	Eligible	Eligible	Eligible
Disability through OPERS *Must be employed 5 years *Based on earnings/status	Eligible	Eligible	Eligible
Vacation Less Than One (1) Year One to Two Years* Two to Fifteen Years* Fifteen Years* Twenty-five Years* *includes prior years of service	None 3.1 hours per pay 4.6 hours per pay 6.2 hours per pay 7.7 hours per pay	None 2.48 hours per pay 3.68 hours per pay 4.96 hours per pay 6.16 hours per pay	None 1.86 hours per pay 2.76 hours per pay 3.72 hours per pay 4.62 hours per pay
Personal Days *Based on Hire Date	3 Days Per Year	Not Eligible	Not Eligible
Sick Leave	4.6 hours per pay	3.68 hours per pay	2.76 hours per pay
American United Life Insurance *\$10,000 Policy at no cost to employee *Up to \$100,000 Voluntary Life Insurance available	Eligible	Eligible	Not Eligible
Paid Holidays *Ten Holidays	Eligible	Prorated	Prorated
Longevity Payment *Recognition of 1% of annual salary for every 5 year increment (ex. 5, 10, 15, etc.) *Maximum of \$400	Eligible	Eligible	Eligible
Tuition Reimbursement *based on state school tuition and/or comparable school *up to two (2) classes per quarter *must be employed at least a year	Eligible	Not Eligible	Not Eligible
Master's Incentive Payment *\$5,000 incentive pay for obtaining Master's (\$2.40/hour) *guidelines apply	Eligible	Prorated	Prorated
Licensure Stipend *paid annually *\$500- LSW, LPC, CPA *\$1,000- LISW	Eligible	Prorated	Prorated

Other Benefits Include:

- * Deferred Compensation
- * Paid Trainings, Seminars, Workshops
- * Employee Assistance Program
-3 free visits

- * HEROES Award
- * Agency Vehicles