

**Richland County Children Services
Benefits for Full-Time Employees
as of February 1, 2018**

Benefit	Details
Comprehensive Medical Coverage Through United Health Care Low Deductible and High Deductible (HSA) Plans Available	Available to all full-time employees and dependents (excludes spouses where spouse is employed and has coverage available through employer). Agency share of premium is approximately 86%, employee share of premium is approximately 14%. For High-Deductible plan, Agency contributes \$1,000 (single) and \$2,500 (family) to employee's Health Savings Account
Health Insurance Buyout paid annually to Eligible employees	\$1,000 per year, prorated as appropriate.
Ohio Public Employees Retirement System (OPERS)	Mandatory for all Full-Time Employees (NOTE: OPERS participation is in lieu of participation in the federal Social Security system). Employee contributes 10% of gross pay, Employer contributes additional 14% of gross pay. Vested after five years.
Disability Benefits through OPERS	Eligible after five years. Based on Earnings/Status.
Vacation Less than one (1) year: One to Two years: Two to Fifteen years: Over Fifteen years: Over Twenty-Five years:	None 3.1 Hours/pay period 4.6 Hours/pay period 6.2 Hours/pay period 7.7 Hours/pay period
UNUM Coverages Agency Paid Life Insurance Coverage Voluntary Additional Life Coverage Voluntary lines of coverage for Accident, Critical Illness, and Long-Term Disability	\$10,000 coverage for Employee only Up to \$200,000 term life coverage available for employees at employee expense (additional coverages available for dependents).
Personal Days	Three days/year. Days are prorated in year of hire, based on date of hire.
Sick Leave	4.6 hours/pay period
Paid Holidays	Ten paid holidays per year
Licensure Pay	See Agency Policy
Other Benefits Deferred Compensation Programs Flexible Spending Accounts – Health Care Flexible Spending Accounts – Child Care Paid Trainings, Seminars, Workshops Employee Assistance Program Agency Issues Cell-Phones/I-Pads Agency Vehicle Fleet	

NOTE: This list is intended to serve as a summary for general information purposes only. See Personnel Manual or the Human Resources Manager for details regarding specific benefits.