

**Richland County Children Services**  
**Benefits for Full-Time Employees**  
**As of January 1, 2020**

<b>Benefit</b>	<b>Details</b>
<b>Comprehensive Medical Coverage Through United Health Care</b> Low Deductible and High Deductible (HSA) Plans Available	Available to all full-time employees and dependents (excludes spouses where spouse is employed and have coverage available through employer)
<b>Dental and Vision Coverage</b>	Available to all full-time employees and dependents, spouses
<b>Health Insurance Buy-Out</b> paid annually to eligible employees	\$1,000/year, prorated based on months of coverage eligibility
<b>Ohio Public Employees Retirement System (OPERS)</b>	Mandatory for all agency 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.
<b>Disability Benefits through OPERS</b>	Eligible after five years. Based on Earnings/Status.
<b>Vacation</b> (based on total years of Ohio public employment) Less than one (1) year One to Two years: Three 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
<b>UNUM Coverages</b> Agency Paid Life Insurance Coverage Voluntary Addition Life Coverage Voluntary lines of coverage for Accident, Critical Illness, Short 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)
<b>Personal Days</b>	24 hours/year. Hours are prorated in year of hire.
<b>Sick Leave</b>	4.6 Hours/80 hours pay period
<b>Paid Holidays</b>	Ten paid holidays per year
<b>Licensure Pay</b>	See Agency Policy
<b>Other Benefits</b> Deferred Compensation Programs Tuition Reimbursement Program Flexible Spending Accounts – Health Care Flexible Spending Accounts – Child Care Paid Trainings, Seminars, Workshops Employee Assistance Program Agency Cell-Phones/Surface Pro 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.**