



Summary of Benefits

- Low deductible Medical Plan which includes vision, prescription, and hearing coverage
- Dental Insurance
- Medical & dependent reimbursement programs
- Voluntary insurance (life, disability, accident, critical illness and cancer)
- Ohio Public Employees Retirement System (OPERS)
- Deferred Compensation plans (457)
- Membership to the Seven Seventeen Credit Union
- Wellness Incentive Program
- Employee Assistance Program through Life Services EAP

Health Benefit Rates

2018 HEALTH PLAN RATES (per pay period)		
PLAN	PPO Plus	Dental
Employee Only	\$35.13	\$11.36
Employee + Spouse *	\$91.20	\$20.97
Employee + Child(ren) (dependent(s) <1 to age 26)	\$62.89	\$28.27
Family (Spouse * & dependent(s) <1 to age 26)	\$124.36	\$42.14
Adult Dependent Surcharge (age 26 to 28)	\$120.98	-

***Spousal eligibility:** Spouses can be on your Portage County Health Plan only if other insurance is not available to them through their active employment.

Sick Leave

Each county employee is entitled to sick leave earned at 4.6 hours per 80 hours of active pay status, equivalent to 15 days per year. Unused sick leave is cumulative without limit.

Paid Time Off

Personal Days: Full-time employees are entitled to 3 days (24 hours) of personal time each fiscal year, after completion of 6 months of service.

Vacation: Full-time employees earn and accrue vacation leave pro rata over twenty-six (26) bi-weekly pays at the following rates.

Vacation Accrual Details:

40 Hours per Week Employees	Yearly Accrual
0-7 years of service	80 hours (2 weeks)
8-14 years of service	120 hours (3 weeks)
15-24 years of service	160 hours (4 weeks)
25 or more years of service	200 hours (5 weeks)

11 Paid Holidays

Full-time employees shall receive 8 hours of holiday pay for:

- New Year's Day
- Martin Luther King Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veterans' Day
- Thanksgiving
- Day after Thanksgiving
- Christmas Day