












2024 Neutral Rates Based on 24 pays		Single	Single + Spouse	Single + Child/Children	Family
*\$62.50 Spousal Surcharge May Apply					
 Health  Dental  Vision		\$60.30	*\$132.84	\$108.36	*\$180.90
		\$5.68	\$11.02	\$12.10	\$19.77
		\$1.73	\$2.75	\$2.82	\$4.53

**i** Above rates apply to full-time employees only (those who average 30 hours or more per week: "Health Care Full Time") and are based on 24 pays per year. Health care, vision, & dental benefits begin on the 1st of the month following one full month of employment.

**Life** 1.0 time covered annual earnings up to \$125,000 | County paid (taxed on salaries over \$50,000)

**Retirement** OPERS (Ohio Public Employees Retirement System)  Employee contribution 10% (in lieu of 6.2% employee portion of social security) Employer contribution 14%  
[www.opers.org](http://www.opers.org) 1-800-222-7377


**Tuition Assistance**   Tuition assistance is available for many of our employees. Discounts are available through Franklin and Otterbein Universities.

**Optional Benefits** Deferred Compensation 457(b) (voluntary)  
 Tax-deferred, supplemental retirement | Employee funded (pre-taxed)  
 Flexible Spending Account (voluntary)  
 Healthcare & Dependent Care Available | Employee contribution (pre-taxed)  
 Supplemental Insurance (voluntary)  
 Life, Cancer, Accident, Disability, STD, Critical Illness, Hospital | Employee Paid

**Sick Leave** Each employee shall be entitled for each completed eighty (80) hours of service to sick leave of four and six-tenths (4.6) hours of pay. Unused sick leave may be accumulated without limit.

Completed Years	Per 80 Hours Worked	Yearly Hours Total	Equivalent Work Days
Less than 4 years	3.1	80	10
4 but less than 9	4.6	120	15
9 but less than 14	6.2	160	20
14 but less than 19	6.9	180	22.5
19 years or more	7.7	200	25

**Observed Holidays** Holidays: Full-time, permanent employees are entitled to eight (8) hours of holiday pay for the following holidays (\*Four (4) hours of holiday pay where County offices close at noon):

New Year's Day	Memorial Day	Labor Day	Thanksgiving (Day After)	*Little Brown Jug 
Martin Luther King	Juneteenth	Veteran's Day	*Christmas Eve	
President's Day	Independence Day	Thanksgiving Day	Christmas Day	

**Personal Leave** Each payroll calendar year, non-bargaining unit employees are entitled to:  
 (1) One 8 hour work day deducted from sick leave. | (2) Two 8 hour work days not deducted from sick leave.