











2025 Neutral Rates Based on 24 pays		Single	Single + Spouse	Single + Child/Children	Family
* \$75.00 Spousal Surcharge May Apply					
 Health	 www.anthem.com	\$63.97	*\$140.93	\$114.96	*\$191.91
 Dental	 www.deltadentaloh.com	\$6.03	\$11.71	\$12.85	\$21.00
 Vision	 www.vsp.com	\$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) 
www.opers.org 1-800-222-7377 Employee contribution 10% (in lieu of 6.2% employee portion of social security)
Employer contribution 14%


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.

Vacation 

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.
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i *The above information is subject to change without notice and should not be construed as an agreement