<table>
<thead>
<tr>
<th>HealthCare Plan/Tiers</th>
<th>Employee Share</th>
<th>HealthCare Plan/Tiers</th>
<th>Employee Share</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Tier 1 &lt; $60,000</strong></td>
<td>Monthly Premium</td>
<td><strong>Tier 2 - $60,000 and above</strong></td>
<td>Monthly Premium</td>
</tr>
<tr>
<td>Basic Plan</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>EE Only</td>
<td>$43</td>
<td>EE Only</td>
<td>$64</td>
</tr>
<tr>
<td>EE + Child(ren)</td>
<td>$77</td>
<td>EE + Child(ren)</td>
<td>$116</td>
</tr>
<tr>
<td>EE + Spouse /Family</td>
<td>$121</td>
<td>EE + Spouse /Family</td>
<td>$181</td>
</tr>
<tr>
<td>Employee Contribution - HSA</td>
<td>$1,000</td>
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<td>$1,000</td>
</tr>
<tr>
<td>Employer County Match - HSA</td>
<td>$1,000</td>
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<td>$1,000</td>
</tr>
<tr>
<td>Enhanced Plan</td>
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</tr>
<tr>
<td>EE Only</td>
<td>$76</td>
<td>EE Only</td>
<td>$99</td>
</tr>
<tr>
<td>EE + Child(ren)</td>
<td>$138</td>
<td>EE + Child(ren)</td>
<td>$179</td>
</tr>
<tr>
<td>EE + Spouse /Family</td>
<td>$200</td>
<td>EE + Spouse /Family</td>
<td>$281</td>
</tr>
<tr>
<td>Employee Contribution - HSA</td>
<td>$1,000</td>
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<td>$1,000</td>
</tr>
</tbody>
</table>
**Benefits Summary**

**LEAVE/HOLIDAYS:**

**Bereavement Leave**
- 3 days of paid leave for immediate family members

**Injury Leave**
- Up to 90 calendar days of paid leave for work related injury

**Jury Duty**
- Up to 30 days of pay per calendar year

**Military Leave**
- Up to 176 paid hours per calendar year

**Paid Holidays**
- 11 days per year

**Sick Leave**
- Approximately 10 hours per completed month of service
  - Full-time employees accrue sick leave at the rate of .0579 hours for each hour of service. A maximum of 120 hours per year (10 hours per month) can be earned based on an 80 hour work week.

**Vacation Leave** (can only be used after probationary period)
- Approximately 8 hours per completed month of service
  - Full-time employees accrue vacation leave at the rate of .0462 hours for each hour of service. A maximum of 96 hours per year (8 hours per month) can be earned based on an 80 hour work week. Supplementary days after 3 years of service

**Personal Leave** (2 days per calendar year after the first calendar year)
- *During the first calendar year, New Hires will receive personal leave as per the following:*
  - Hired Jan 1-May 31 (2 days)
  - Hired Jun 1 – Oct 31 (1 day)
  - Hired Nov 1 – Dec 31 (0 days)

**INSURANCE:**

**Medical Benefits:** UMR / United Medical Resources/United Healthcare
(See other side for cost breakdown)

**Vision:** Eye-Med
- **Employee Monthly Participation Fee:**
  - Employee $5.39
  - Employee + 1 $11.32
  - Family $17.26

**Dental:** Superior Dental
- **Employee Monthly Participation Fees:**
  - Core Plan: $20.98
  - Enhanced Plan: $35.97

**Life:** Companion Life Insurance
- Employer paid (one times annual salary)
- Optional Employee paid additional life insurance

**RETIREMENT:**

Ohio Public Employees Retirement System (OPERS)
- Required employee contribution rate 10%
- Guaranteed employer contribution rate 14%

Deferred Compensation Program (IRS 457)

**OTHER OPTIONAL BENEFITS:**
- Health Savings Account (HSA)
- Flexible Spending Account (Medical, Limited Purpose and Dependent Care)
- Health Reimbursement Account (HRA)
- Tuition Reimbursement up to $2,000 per calendar year
- Employee Assistance Program
- Eye Med Vision Discount plan offered through Superior Dental
- Short-term and Long-term Disability Insurance (Principal)
- Accident Insurance (Allstate)
- Wellness Incentive Program provided by YMCA

**Note:** Effective date of Health Insurance: The first day of the month following 30 days of employment. Some benefits prorated for regular part-time employees.