



## Richland County Regional Planning Commission

### Employee Benefit Program

Located in a beautiful historical building in Downtown Mansfield, RCRPC offices are within walking distance to a variety of restaurants, parks and civic amenities. Free employee parking is available within a block

REGULAR FULL TIME BENEFITS FOR ELIGIBLE EMPLOYEE (at least 30 hrs. per week)

eff. 01/01/2024

#### **RETIREMENT PLAN:**

Ohio Public Employment Retirement System (OPERS). <https://www.opers.org/>

Mandatory employee contribution of **14%** of wages beginning on your date of hire. RCRPC matches a **14%** percentage of salary.

Voluntary Deferments Plans: Two tax deferred 457 B plans that allow to save money toward retirement directly from paycheck.

#### **HEALTH INSURANCE AND PRESCRIPTION:**

Anthem PPO Plan (Medical ,Hospitalization, Prescription) through Richland County.

In Network Low Deductible with completion of wellness program:

- Deductible: \$ 800 - Single, \$1600 - Family
- Co-insurance – 25% after deductible
- Out of pocket: \$3200 Single, \$6400 Family
- Pay Office Visits - \$20.00 Co, Co-Pay Specialist - \$40.00, Co-Pay Urgent Care - \$50.00
- Co-Pay Emergency Room Visits - \$250.00.

#### **Monthly Low Deductible Employee Cost:**

Employee - \$ 92.37

Employee + Spouse: \$ 203.48

Employee + Children: \$ 165.98

Family: \$ 277.10

Employees not taking insurance are eligible for \$ 1000 buyout.

Capital Blue Cross Vision - In and Out of Network Coverage. Routine exams, lenses, frames or contact lenses every 12 months.

Delta Dental - Deductible waived for routine exams and X-rays. \$50 Deductible for Basic Services and Major Services. Orthodontic benefit for dependent children to age 19.

Robust wellness program through the County offers a variety of activities and events throughout the year to encourage the development of healthy habits.



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#### **DIRECT DEPOSIT:**

Entire paycheck will be deposited in accounts of choice.

#### **FLEXIBLE SPENDING ACCOUNTS:**

Health Care and Dependent Care Accounts provided by TASC that allow you to set aside money for unreimbursed medical expenses and/or dependent care expenses free from Federal and FICA taxes, resulting in a savings to you and your family.

#### **HOLIDAYS: 11 paid holidays**

New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day (flex), Thanksgiving (2 days), & Christmas Day.

#### **PAID TIME OFF:**

Paid time off is accrued for each hour worked, up to 40 hours per week.

Length of Service	Vacation Earned Per Year
Less than 8 years	80 hrs
8 less than 15 years	120 hrs
15 less than 25 years	160 hrs
25 or more	200 hrs

#### **SICK LEAVE:**

15 days per year

#### **LIFE & BASIC AND VOLUNTARY:**

Provided by Aflac. Eligibility begins the 1st of the month following 30 days of service.

110,000 Term Life Insurance.

Available voluntary life insurance for accident, critical illness and cancer. There is also an option to purchase dependent life insurance. Optional long-term disability, accident and critical illness insurance.

#### **PROFESSIONAL DEVELOPMENT:**

RCRPC will pay for staff to attend conferences, workshop and training to help develop professional knowledge that benefits the organization. Encourages community involvement and volunteer opportunities.