Summary of Wood County Benefits

Thank you for applying for a position with Wood County. To learn more about the benefits offered, visit www.co.wood.oh.us. Note some benefits may vary by Appointing Authority and union contracts.

If you become employed by Wood County, your earnings will not be covered under Social Security, as Wood County participates in the Ohio Public Employees Retirement System. When you retire, or if you become disabled, you may receive a pension based on earnings from your employment with Wood County. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Learn more at ssa.gov.

Sick Leave

All County employees (full time, part time, and intermittent) earn sick leave at the rate of 4.6 hours for each 80 hours worked or .0575 per hour. When calculating sick leave accrual, “completed service” is defined as “hours actually worked (including paid overtime), and hours of sick leave, vacation leave, compensatory time, holidays, personal leave used, or other paid time off. Sick leave is not earned during periods of unpaid leave of absence or layoff. Upon retirement from active service with Wood County, employees with 10 or more years of service with the State or any of its political subdivisions, may elect to receive cash payment for their accumulated unused sick leave under the payment schedule outlined in the Ohio Revised Code or the Wood County method. The Wood County Method takes into account Wood County service time for determining the years of service for payment of sick leave accrual.

Vacation

All full-time employees are entitled to vacation leave, with pay, after the completion of one full year of service with the county or any other political subdivision of the state. One year equals 26 bi-weekly pay periods. Vacation is based on length of service as follows:

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Annual Accrual</th>
<th>Accrual Per Pay/Hour</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than one year</td>
<td>(1-26 pay periods)</td>
<td>No vacation</td>
<td>3.1 or .0388160</td>
</tr>
<tr>
<td>After one year</td>
<td>(27-208 pay periods)</td>
<td>80 hours (2 weeks)</td>
<td>4.6 or .0575240</td>
</tr>
<tr>
<td>After 8 years</td>
<td>(209-390 pay periods)</td>
<td>120 hours (3 weeks)</td>
<td>6.2 or .0775320</td>
</tr>
<tr>
<td>After 15 years</td>
<td>(391-650 pay periods)</td>
<td>160 hours (4 weeks)</td>
<td>7.7 or .0962540</td>
</tr>
<tr>
<td>After 25 years</td>
<td>(651+ pay periods)</td>
<td>200 hours (5 weeks)</td>
<td>9.2 or .1128950</td>
</tr>
</tbody>
</table>

Employees are entitled to compensation for accumulated but unused vacation leave only at the time of separation of service. Employees who leave employment prior to the completion of their first year are not entitled to receive compensation for accrued vacation hours, but may receive credit if employed by another political subdivision of the State.

Holidays

Ohio law provides full-time County employees with eight hours of “holiday pay”. Holidays falling on Sunday will be observed on the following Monday, holidays falling on Saturday will be observed on the preceding Friday.

Prior Service

Employees shall provide written documentation of any prior service credit in the public sector within 30 days of employment. This includes time with the State of Ohio, a city, township, county, State University, etc. Documentation shall include dates of service, status of service (e.g. full-time or part-time), if employee was eligible for vacation, and any remaining sick leave balance (within the last 10 years). Affected balances will be adjusted by the Appointing Authority upon receipt of written documentation. Employees who received a sick leave payment upon retirement shall not receive credit for any previous balance.
Ohio Public Employees Retirement System (OPERS)

All County employees are required to become members of the OPERS. OPERS substitutes Social Security for public employees of Ohio. Service time does not count in Social Security. OPERS is funded through the employer contributing 14% of gross earnings and the employee contributing 10% of gross earnings. Employee contributions are made through payroll deduction. The law enforcement division pays 12.1%; the employer contributes 18.1%.

As a member of Ohio PERS, you have 180 days after employment begins to select one of the three retirement plans: the Traditional Pension Plan, the Member-Directed Plan or the Combined Plan. To help you decide which OPERS retirement plan is best for your career and retirement goals, you can view the How to Select Your OPERS Retirement Plan (An Overview) on the OPERS website. All members receive an enrollment packet directly from OPERS. Under the Traditional Pension Plan, employees are eligible to retire at age 67 with 5 years of service credit, at age 57 with at least 25 years of service credit, or at any age with 32 years of service credit. An employee who becomes permanently disabled with at least five years of service credit may be eligible for a disability retirement. Health insurance benefits become available to qualified retirees at age 60 with a minimum of 20 years of service credit and those retiring with 30 or more years of service. Employees receiving a disability benefit will have coverage during the first five years of disability benefits. After five years, the recipient must meet minimum age and service requirements to be enrolled in Medicare due to disability to remain enrolled in the OPERS plan.

An employee who leaves public service prior to retirement may request a refund of funds paid into the system. The employee may also leave the funds in the system and draw a monthly benefit when he/she reaches retirement age.

Additional retirement information can be obtained by visiting their web site at www.opers.org; or calling toll free 1-800-222-PERS.

Health Benefits

Employees working on average 30 hours of service or more per week are eligible for Health Insurance Coverage as required by the Affordable Care Act (ACA). ACA benefit eligible employees are offered Health/Prescription, Vision, Dental and mandatory Life Insurance. Eligible employees along with their legal spouses and dependents, may be covered as long as they meet the Plan’s eligibility rules. At any time, the Plan may require proof of eligibility.

Lawful spouses may be covered. Spousal eligibility for primary coverage is based upon spouses’ annual adjusted gross income. Spouses seeking primary coverage must certify income on an annual basis in a form acceptable to the Plan. Primary coverage information is required if seeking secondary coverage through the Plan.

Qualified dependents are eligible for health and prescription coverage from birth to the end of the month in which they turn 26. Includes biological son or daughter, adopted son or daughter (includes placement for adoption), step son or daughter. Vision and Dental coverage is available through the end of the calendar year in which they turn 19 with coverage to end of the calendar year in which they turn 23 if dependent is a full time student.

For additional information refer to the Summary Plan Description available on the Wood County website: www.co.wood.oh.us/employee under the insurance link.

Public Service Loan Forgiveness Program

The Public Service Loan Forgiveness (PSLF) Program was established to encourage individuals to work in public service by forgiving the remaining balance of their Direct Loans after they have made 120 qualifying payments while employed by a qualifying employer.

You must be employed full-time by a qualifying employer when you make each of the required 120 qualifying payments on your Direct Loans, and also at the time you apply for loan forgiveness after making the last of those 120 payments, and when you receive loan forgiveness.

For more information on this program visit https://studentaid.ed.gov.