**YOUR BENEFITS AT-A-GLANCE**

At Hocking County Local Government, we recognize the value of benefits to you and your family and support you by offering a comprehensive and competitive benefits program. You can see the full summary of County benefits on the Sydney App, however, if unable to find what you are looking for, please contact Human Resources at extension 4587 or email [humanresources@hocking.oh.gov](mailto:humanresources@hocking.oh.gov). To the extent the information provided here conflicts with the SPD or full plan document, the full plan document will control.

**RETIREMENT & OTHER SAVINGS PROGRAMS**

**OHIO PUBLIC EMPLOYEE RETIREMENT SYSTEM (OPERS)**

As a member of OPERS, you do not pay into social security, but instead are required to contribute 10% of your salary toward your retirement and the county contributes an amount equal to 14% of your salary. This means an amount equal to 24% of your total salary is being invested by OPERS. As a county employee, you are automatically enrolled in this program at the time of hire and will receive the “Welcome to OPERS” packet sent to your home address that includes required next steps for plan type selection and timelines.

**OHIO DEFERRED COMPENSATION**

It’s the Ohio tax deferred retirement savings plan! Most people dream of having a comfortable lifestyle, even after they stop working. Once you join the program, your contributions are deducted automatically from your paycheck. For every pre-tax dollar you set aside for yourself, you could get $3 to spend when you stop working!

**OHIO COUNTY EMPLOYEES’ RETIREMENT PLAN (OCERP)**

OCERP is a deferred compensation plan that serves the needs of Ohio county employees. This means you have the opportunity to contribute part of your paycheck to the plan and invest in the future you imagine. Call Empower at 1-800-284-0444 for an enrollment code.

**CHRISTMAS SAVINGS PROGRAM**

Does Christmas seem to pop up on you? Do you ask yourself, “how am I going to cover holiday expenses this year?” If so, *enroll in our Christmas Savings Program!* Open an account at Merchants National Bank, complete the Payroll Change Form, and watch the funds add up!

**HOLIDAYS**

All full-time employees are eligible for eleven (11) paid county holidays.

**VACATION**

Hocking County Local Government recognizes the importance of time off from work to relax, spend time with family, and enjoy leisure activities. Our vacation program promotes a flexible approach to time offfor leisure time, appointments, emergencies, religious observances, and other situations that require time off from work.

Full-time employees earn vacation leave according to the following eligibility guidelines:

|  |  |  |
| --- | --- | --- |
| **Years of Service (YOS)** | **Hours Accrued Per Year** | **Hours Accrued Per Pay Period** |
| 0-1 YOS | 0 | 0 |
| 1+ to 8 YOS | 80 | 3.1 |
| 8+ to 15 YOS | 120 | 4.6 |
| 15+ to 25 YOS | 160 | 6.2 |
| 25+ YOS | 200 | 7.7 |

**SICK LEAVE**

Employees will earn 4.6 hours of paid sick leave upon completion of each eighty (80) hours of service with a maximum accumulation of 120 hours per year and is cumulative without limit.



**OTHER BENEFIT PROGRAMS**

As a full-time employee, you are eligible for insurance on the first of the month following your date of hire.



**Medical**

We want to provide you the best possible medical coverage at a reasonable cost. Hocking County provides you with options, so you can choose the plan that best meets the needs of you and your family.

**SmartShopper**

Earn cash with SmartShopper. It’s an easy-to-use tool that compares costs for routine medical care. If you choose a cost-effective location, you can earn a ***cash reward up to $500.***

**LiveHealth Online**

See a doctor 24/7. The next time you or someone in your family needs to see a doctor, use LiveHealth Online. See a doctor with a smartphone or tablet using the free app, or computer with a webcam.

**24/7 Nurse Line**

A registered nurse is available to answer your health questions anytime, day or night and can help you decide where to go for care and find doctors and other healthcare professionals in your area.

**Lark Diabetes Prevention Program**

The County offers you this 12-month program at no extra cost as part of your health plan. This prevention program can help you lose weight and lower your risk of developing type 2 diabetes. It’s flexible, customized for you and follows guidelines from the Center for Disease Control and Prevention (CDC) to help you make small changes that can improve your health.

**Autism Spectrum Disorder Program**

This program focuses on building a strong support system for the entire family. A specialized team of clinicians will work with you to create a customized care plan, help coordinate care and connect you with resources in your community.

**Maternity**

Our maternity programs help support you no matter where you are in your parenting journey. From planning a family to raising small children, there’s a resource available to help you thrive.

**SWORD**

Tired of chronic pain, discomfort or loss of mobility? Meet SWORD, the new digital physical therapy program designed to help you overcome your joint, back or muscle pain, all from home. Combining a licensed physical therapist with easy-to-use technology, SWORD is more than just convenient, it is proven to work better than in-person physical therapy.

**Dental**

Dental coverage is key to your overall health. We offer you a choice between two comprehensive dental plans that provide preventative and diagnostic services, basic services such as simple fillings, extractions, etc., major services like crowns and dentures, as well as orthodontia up to age nineteen (19).

**Vision**

Our vision plan includes coverage for eye exams and eyeglasses or contact lenses.

**Behavioral Health**

When life gets tough, it can be hard to remember you’re not alone. Your Anthem health benefits include a variety of support for your mental and emotional wellbeing, which can help you take better care of all the other things that matter in your life.

**Employee Assistance Plan (EAP)**

Our program offers no cost, confidential solutions to life’s challenges for you and your family members. Need someone to talk to? Get up to five (5) free counseling sessions per reason, for a variety of concerns, and other resources to consult whenever you need them.

**LiveHealth Online Psychiatry**

See a board-certified psychiatrist online to help manage your medications, or for counseling sessions, contact a psychologist or therapist on LiveHealth Online psychology.

**Special Offers**

SpecialOffers features discounts on a variety of programs that help promote better health and well-being. Discounts are available on products and services for dental, vision, hearing, weight loss, fitness, family and planning, pet insurance, health supplements and skincare.

**Workers’ Compensation**

Workers’ compensation is a “no-fault” system that provides compensation for medical expenses and wage losses to employees who are injured or who become ill because of employment.

Hocking County pays the entire cost of workers’ compensation insurance that provides coverage for related medical and rehabilitation expenses and a portion of lost wages for employees who sustain an injury on the job.

The County abides by all applicable state workers’ compensation laws and regulations.

**If an employee sustains a job-related injury or illness, it is important to notify the supervisor and Human Resources immediately.** The supervisor will complete an injury report with input from the employee and Human Resources will file the claim with the state. In cases of true medical emergencies, report to the nearest emergency room.

Workers’ compensation benefits (paid or unpaid) will run concurrently with FMLA leave, if applicable, where permitted by state and federal law. In addition, employees will not be paid vacation or sick leave for approved absences covered by the County’s workers’ compensation program, except to supplement the workers’ compensation benefits such as when the plan only covers a portion of the employee’s pay as allowed by state law.

**ADDITIONAL VOLUNTARY OPTIONS**

**Supplemental Term Life**

Hocking County gives you the opportunity to buy valuable Life Insurance coverage for yourself, your spouse and dependent children, all at affordable group rates.

**Supplemental Life and Accidental Death and Dismemberment (AD&D)**

Hocking County offers employees the option to purchase supplemental life and accidental death and dismemberment (AD&D) coverage for you and your family.

**Accidental Death & Dismemberment (AD&D)**

The County offers coverage that provides a benefit in the event of death or dismemberment resulting from a covered accident.