

# **BENEFIT INFORMATION**

**1.) HOSPITALIZATION PLAN WITH DENTAL AND VISION COVERAGE**  
(60 Day Waiting Period for participation)

Employee contributions and deductibles are based upon the type of plan selected and number of covered individuals on the policy.

If you are married, and your spouse is eligible for insurance through their employer, they **must** participate in their employer's plan. They will be offered secondary coverage on the county plan at applicable rates.

**2.) FLEXIBLE SPENDING** (Minimum One Year Waiting Period for participation)

This program allows you to set money aside, tax free, to use toward medical expenses. Enrollment is open to you the January after your one year anniversary.

**3.) \$50,000.00 PAID LIFE INSURANCE POLICY** (30 Day Waiting Period for participation)  
\*\* With option to purchase additional insurance through payroll deductions

**4.) EMPLOYEE ASSISTANCE PROGRAM (E.A.P.)**  
Available immediately upon full time employment

**5.) DEFERRED COMPENSATION PLAN -**  
This is available immediately to those selecting to participate

**6.) 11 PAID HOLIDAYS PER YEAR**

**7.) SICK LEAVE -** Accumulated at a rate of 4.6 hours per pay period for a total of 15 days a year.

**8.) VACATION**  
Accumulated per the Ohio Revised Code as follows:

Years of Completed Service	Weeks Available
1	2
8	3
15	4
25	5

New hires are eligible to take vacation upon completion 60 days of employment. (Individuals with previous government employment may be eligible for an altered schedule.)

**9.) CLOTHING ALLOWANCE** (Uniforms provided for Highway employees after the successful completion of the probationary period.)

**Ottawa County is an Equal Opportunity Employer.**

**\*\* All job offers are contingent upon the applicant passing a pre-employment drug screen and verification of a satisfactory driving record and background check.**